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**COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY**

RICHARD H. LANSBURGH, Secretary

JANUARY

LABOR AND INDUSTRY

Vol. XII



No. 1

Harrisburg, Penna.

1925

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

RICHARD H. LANSBURGH, Secretary

JANUARY

LABOR AND INDUSTRY

Vol. XII



No. 1

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Notice Regarding Sequence of Volumes and Numbers of Bulletins of Pennsylvania Department of Labor and Industry.

The Monthly Bulletin of the Department of Labor and Industry was issued with that title, more or less irregularly, from June, 1914, to May, 1922, when the title was changed from "Monthly Bulletin of the Department of Labor and Industry" to "Labor and Industry", and the volume number was changed from Volume IX to Volume I. The 1923 numbers were issued as Volume II instead of Volume X, and the 1924 numbers were issued again as Volume I instead of Volume XI, thus making three Volumes I of this publication.

As this irregularity in the sequence volume numbers has caused confusion with those persons and librarians who are keeping files of the bulletins of the Department of Labor and Industry, it has been decided to start the bulletin "Labor and Industry" for the month of January, 1925, with the volume number which it should naturally carry if the orderly sequence of the volume numbers had not been interrupted. Therefore, the January, 1925, Bulletin of the Department of Labor and Industry appears as Volume XII, Number 1.

A complete list of the issues of the Bulletin of the Department of Labor and Industry follows:

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*1922	Volume I	Numbers 1 to 7
**1923	Volume II	Numbers 1 to 4
1924	Volume I	Numbers 1 to 12

*Volume number changed after three numbers had been issued.

**February and March issued as one number.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED

AGREEMENTS APPROVED

1924	Fatal	Permanent Disability	Temporary Disability	Total	1924	Fatal	Permanent Disability	Temporary Disability	Total
January	233	144	15,136	15,513	January	202	341	5,135	5,678
February	181	143	14,069	14,993	February	168	300	6,539	7,027
March	212	135	15,854	16,201	March	206	311	7,425	7,942
April	151	131	13,800	14,082	April	161	292	5,799	6,252
May	157	108	13,832	14,097	May	174	200	7,417	7,881
June	175	127	14,197	14,499	June	150	262	6,307	6,719
July	185	139	14,778	15,102	July	135	251	5,389	5,755
August	187	112	14,549	14,848	August	118	243	5,498	5,859
September	167	136	14,094	14,397	September	207	215	5,435	5,837
October	180	118	15,721	16,019	October	160	291	5,980	6,431
November	194	106	13,283	13,583	November	109	229	6,546	6,894
December	187	132	13,886	14,205	December	155	235	6,039	6,479
Total-1924	2,209	1,531	173,799	177,539	Total-1924	1,945	3,300	73,529	78,774
*Grand Total	22,677	6,030	1,631,582	1,660,289	*Grand Total	17,964	13,551	581,087	612,602

COMPENSATION AWARDED AND PAID

1924	Fatal Comp. Awarded	Fatal Comp. Paid	Disability Comp. Paid	Total Comp. Paid
January	\$530,146	\$280,936	\$471,038	\$751,974
February	444,727	209,185	575,626	784,811
March	618,985	307,470	664,723	972,193
April	491,406	362,026	600,748	962,774
May	572,042	353,607	691,212	1,049,819
June	453,206	226,046	667,213	893,259
July	466,672	258,725	496,713	785,438
August	427,772	254,811	526,265	781,076
September	577,349	297,789	506,767	804,556
October	460,194	322,568	525,484	848,052
November	350,987	286,052	533,521	819,573
December	415,906	263,122	606,408	889,530
Total-1924	\$5,829,482	\$3,457,337	\$6,865,718	\$10,323,055
*Grand Total	\$48,977,663	\$18,377,077	\$41,677,089	\$60,054,166

**PERMANENT INJURIES

1924	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
January	10	\$25,462	7	\$16,682	32	\$64,395	21	\$42,000	86	\$134,789
February	7	16,900	5	12,900	24	45,915	14	24,245	14	76,465
March	5	11,071	9	19,869	18	36,346	13	23,040	68	105,931
April	13	32,030	5	12,183	20	40,195	5	9,000	52	77,146
May	9	22,570	7	17,100	16	33,179	13	24,000	56	82,382
June	12	28,456	8	19,383	13	27,300	15	26,676	48	75,450
July	7	17,348	3	7,740	17	34,632	11	19,152	42	64,426
August	7	17,443	6	14,001	21	42,734	8	14,088	49	71,729
September	10	25,640	4	9,890	11	21,473	10	17,730	42	66,969
October	11	26,639	4	10,030	11	23,100	12	20,457	47	72,000
November	7	17,750	6	15,480	17	32,187	11	20,900	61	92,031
December	11	23,314	11	27,500	25	51,193	13	24,400	59	90,580
Total-1924	109	\$264,863	75	\$182,758	225	\$452,649	146	\$265,689	658	\$1,008,893
*Grand Total	975	\$1,871,181	675	\$1,440,611	2,219	\$3,902,118	1,202	\$1,905,462	5,347	\$7,210,661

PERMANENT INJURIES (Cont'd)

1924	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amount Paid
January	120	\$42,227	115	\$21,307	8	\$19,535	\$346,397	\$200,916
February	151	49,831	110	19,802	4	11,876	237,574	224,601
March	132	42,381	112	22,726	5	8,414	239,781	278,506
April	136	46,197	125	23,582	3	1,530	241,863	272,126
May	148	49,012	93	18,196	7	15,585	262,024	202,749
June	138	49,750	76	14,868	7	28,190	270,073	262,687
July	95	33,154	97	17,706	2	4,118	200,476	193,853
August	92	31,489	84	15,941	3	13,356	220,781	216,820
September	114	40,085	72	13,215	5	9,460	203,462	215,236
October	116	41,254	132	25,498	5	22,025	241,003	203,957
November	109	36,189	74	15,162	2	5,560	235,259	178,693
December	104	38,231	105	17,999	3	9,922	233,169	270,888
Total 1924	1,455	\$501,863	1,195	\$225,942	57	\$149,511	\$3,052,162	\$2,720,032
*Grand Total	2,250	\$774,752	1,868	\$350,962	266	\$928,556	\$18,384,302	\$13,096,834

*Since the inception of the act.—Jan. 1, 1916.

**Multiple losses separated respectively.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
EMPLOYMENT STATISTICS

ACTIVITIES OF STATE EMPLOYMENT OFFICES
DECEMBER, 1924

MEN

WOMEN

	Persons asked for by em- ployers		Persons ap- plying for positions		Persons sent to positions		Persons ap- plying for positions		Persons sent to positions		Persons asked for by em- ployers		Persons ap- plying for positions		Persons sent to positions		Persons receiving positions	
	1924	1923	1924	1923	1924	1923	1924	1923	1924	1923	1924	1923	1924	1923	1924	1923	1924	1923
Agriculture	111	148																
Building Trades	1,050	983																
Machinery & Metals	1,287	1,454																
Clerical	324	221																
Hotel & Inst'ns	972	1,119																
Mine & Quarry	107	110																
Transportation	295	237																
Sales	113	131																
Common Labor	2,706	5,138																
Miscellaneous	953	884																
Total (5 wks)	7,918	10,425																
Retentions																		
Nov. (4 wks)	7,352																	
Oct. (5 wks)	10,061																	
Sep. (4 wks)	6,965																	
Dec. '22 (5 wks)		17,013																
Dec. '21 (5 wks)		34,582																

EMPLOYMENT AND WAGES IN PENNSYLVANIA

GROUP AND INDUSTRY	Number of Plants Reporting	Number of wage earners— week ended		Total weekly wages— week ended		Average weekly earnings— week ended	
		Dec. 15, 1924	Nov. 15, 1924	Dec. 15, 1924	Nov. 15, 1924	Dec. 15, 1924	Nov. 15, 1924
ALL INDUSTRIES (39)	660	247,488	241,201	\$6,569,762	\$6,052,019	\$26.55	\$25.09
METAL MANUFACTURES:	248	135,674	129,906	3,876,454	3,426,337	28.57	26.38
Automobiles, bodies, and parts	17	5,746	5,549	163,342	143,974	28.43	25.95
Car construction and repair	13	11,840	11,228	327,100	314,435	28.84	26.00
Electrical machinery and apparatus	20	7,968	7,505	196,378	175,119	24.55	23.33
Engines, machines, and machine tools	21	6,702	6,504	184,996	166,062	27.60	25.18
Foundries and machine shops	55	8,326	8,033	238,917	207,207	28.70	25.79
Heating appliances and apparatus	15	3,663	3,557	105,003	97,443	28.67	27.39
Iron and steel blast furnaces	12	13,663	13,154	385,394	362,550	28.21	27.56
Iron and steel forgings	12	4,593	4,449	124,615	110,439	27.13	24.82
Steel works and rolling mills	42	46,139	43,496	1,544,541	1,141,138	29.14	26.24
Structural iron works	9	2,421	2,414	63,989	63,039	26.43	26.36
Miscellaneous iron and steel products	29	21,394	19,959	638,543	531,061	29.85	26.64
Shipbuilding	3	3,689	3,968	103,636	112,680	28.09	28.40
TEXTILE PRODUCTS:	164	47,407	46,780	1,053,813	1,013,525	22.23	21.67
Carpets and rugs	10	2,755	2,690	72,873	70,921	26.45	26.36
Clothing	18	2,960	3,001	53,956	55,817	18.23	18.60
Hats, felt and other	6	4,323	4,295	92,760	90,866	21.46	21.16
Cotton goods	14	3,345	3,258	88,349	82,078	26.41	25.37
Silk goods	46	15,486	15,364	306,873	302,875	19.82	19.82
Woolens and worsteds	18	7,215	7,163	170,899	163,812	23.69	22.87
Knit goods and hosiery	44	10,032	9,800	235,431	216,345	23.47	22.03
Dyeing and finishing textiles	9	1,291	1,209	32,672	30,711	25.31	25.40
FOODS AND TOBACCO:	64	16,652	16,754	354,453	350,663	21.29	20.93
Bakeries	19	3,487	3,496	104,012	101,358	29.83	28.99
Confectionery and ice cream	19	5,973	6,065	113,537	115,574	19.01	19.06
Slaughtering and meat packing	10	1,938	1,921	55,063	54,718	28.41	28.48
Cigars and tobacco	16	5,254	5,272	81,841	79,013	15.53	14.99
BUILDING MATERIALS:	55	18,317	18,478	520,575	524,276	28.42	28.37
Brick, tile, and terra cotta products	14	2,343	2,221	59,525	55,879	25.41	25.16
Cement	14	7,316	7,580	205,526	213,741	28.00	28.20
Glass	24	8,289	8,304	246,614	245,610	29.75	29.58
Pottery	3	369	373	8,910	9,046	24.15	24.25
CHEMICALS AND ALLIED PRODUCTS:	27	7,268	7,193	212,693	204,623	24.89	24.11
Chemicals and drugs	16	876	873	26,816	24,289	20.54	22.06
Paints and varnishes	6	634	646	18,673	17,930	27.82	27.52
Petroleum refining	5	5,758	5,674	167,204	162,404	29.04	27.76
MISCELLANEOUS INDUSTRIES:	102	22,170	22,090	551,774	532,595	24.89	24.11
Lumber and planing mill products	8	2,503	2,390	51,415	52,717	20.54	22.06
Furniture	16	2,459	2,287	66,932	56,769	27.22	24.80
Leather tanning	18	5,093	5,025	129,875	125,548	25.50	24.98
Leather products	4	194	199	4,438	4,374	22.88	21.98
Boots and shoes	23	4,882	4,548	82,055	81,725	17.97	17.97
Paper and pulp products	12	3,462	3,453	92,099	91,665	26.60	26.53
Printing and publishing	18	3,031	3,076	98,094	95,453	32.36	31.03
Rubber tires and goods	3	1,046	1,112	26,866	24,464	25.68	22.00



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

BUILDING PERMITS ISSUED IN CITIES IN PENNSYLVANIA
DURING THE MONTH OF DECEMBER

Cities	December, 1924				December, 1923				Jan. to December inclusive, 1924				Jan. to December inclusive, 1923			
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Per- mits	Estimated Cost	Per- mits	Estimated Cost	Per- mits	Estimated Cost	Per- mits	Estimated Cost
Allentown	36	64	\$387,175	43	72	\$319,300			1,052	\$5,399,437	1,032	\$5,054,370				
Altoona	84	86	91,877	68	08	86,785			2,111	3,447,071	1,969	3,053,069				
Bethlehem	9	*9	95,325	22	*22	483,625			512	2,447,482	464	1,944,962				
Bradford	5	5	9,755	6	6	3,515			293	2,692,708	211	232,947				
Erie	153	153	1,147,560	119	119	344,960			2,281	7,086,343	1,944	4,462,524				
Harrisburg	37	49	218,280	34	39	70,125			927	5,314,940	889	7,389,345				
Lancaster	19	19	39,925	32	40	277,615			923	4,756,676	900	3,811,930				
McKeesport	35	35	157,895	24	24	29,443			836	2,546,663	623	1,833,497				
**New Castle	35	35	72,480													
Philadelphia	786	1,264	8,141,750	814	1,180	5,298,995			16,484	141,732,460	14,513	123,611,985				
Pittsburgh	408	408	2,515,006	500	500	3,171,083			8,247	34,256,450	7,179	33,119,009				
Reading	87	91	373,800	96	103	123,450			2,884	6,516,827	3,020	4,882,980				
Scranton	91	*91	624,280	82	*82	401,325			1,806	6,001,496	1,492	3,795,984				
Uniontown	7	7	7,380	6	6	12,495			248	3,049,770	224	1,057,543				
**Warren	4	4	10,550						147	659,950						
Wilkes-Barre	145	*145	536,355	49	*49	259,565			1,707	4,550,653	1,162	3,801,698				
Williamsport	34	34	116,102	38	38	33,203			1,688	1,782,640	1,032	1,234,954				
York	35	35	55,395	53	53	68,685			1,765	2,897,005	1,443	2,153,414				
Total	1,971	2,495	\$14,517,830	1,986	2,401	\$11,044,071			42,054	\$224,428,421	38,087	\$199,650,161				

*Operations not given.
**Not included in totals for comparative purposes.

NEW BUILDINGS, ALTERATIONS AND REPAIRS IN CITIES IN PENNSYLVANIA
FOR THE MONTH OF DECEMBER

Cities	1924				1923			
	New Buildings		Alterations, Repairs, Etc.		New Buildings		Alterations, Repairs, Etc.	
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions
Allentown	24	52	\$343,350	12	12	\$43,825	33	62
Altoona	50	52	76,120	34	34	15,757	18	18
Bradford	5	*5	9,755				5	5
Erie	132	*132	1,109,760	21	21	37,800	100	100
Harrisburg	25	34	199,680	12	15	18,600	29	34
Lancaster	10	10	33,500	9	9	6,425	10	18
McKeesport	31	31	153,620	4	4	4,275	17	17
New Castle	32	*32	66,580	3	3	5,900		
Philadelphia	421	737	7,260,025	365	527	881,725	421	759
Pittsburgh	323	328	2,440,445	80	80	74,561	388	388
Reading	23	27	348,200	64	64	25,600	33	40
**Uniontown	7	7	7,380				6	6
Warren	1	1	9,000	3	3	1,550		
Wilkes-Barre	23	23	420,820	122	122	115,535	27	27
Williamsport	23	23	65,573	11	11	50,529	22	22
York	21	21	49,390	14	14	6,005	28	28

*Operations not given.
**No permits required for alterations or repairs unless outside walls or roofs are changed.



COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY

BUREAU OF WORKMEN'S COMPENSATION

* Days Lost from Accidents Reported to the Bureau of Workmen's Compensation During the Year 1924

CAUSE	Building and Contracting	Chemicals and Allied Products	Clay, Glass and Stone Products	Clothing Manufacture	Food and Kindred Products	Leather, Rubber and Composition Goods	Liquors and Beverages	Lumber and Its Manufacture	Paper and Printing Industries	Textiles	Laundries	Metals and Metal Products	COAL MINES		Transportation and Public Utilities	Quarries and Mines Other Than Coal	Tobacco and Its Products	Miscellaneous Industries	Hotels and Restaurants	Mercantile Establishments	Jobbers and Warehouses	Municipalities	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)
Machinery, -----	66,419	29,901	50,796	8,320	48,665	23,503	8,162	109,902	42,316	56,538	6,925	474,271	35,181	116,204	15,707	18,000	2,370	27,306	2,468	19,963	2,367	9,958	1,175,242
Boilers, -----	6,155	50	6,064	-----	47	-----	22	6,321	42	68	12	8,657	471	81	6,685	14	-----	6,107	-----	59	-----	22	40,877
Pumps, Compressors & Prime Movers, -----	4,156	7,657	6,102	44	836	638	772	825	322	82	321	16,142	12,498	3,668	8,835	313	-----	542	33	183	21	1,218	65,238
Transmission, -----	675	4,731	25,740	68	15,850	101	-----	6,381	218	311	62	32,013	20,070	707	6,195	12,749	-----	398	12	54	18	-----	126,353
Elevators, -----	74,684	313	18,515	643	18,866	6,328	81	331	12,429	425	10	28,340	36,946	6,676	6,395	149	31	24,766	12,436	41,420	12,828	212	302,829
Cranes & Derricks -----	133,176	15,577	8,373	-----	6,760	6,222	10	421	194	113	-----	290,977	38,807	8,775	53,028	10,449	18	732	-----	1,185	139	152	575,408
Cars & Engines, -----	130,627	13,517	50,673	2,487	1,064	10,753	111	2,376	13,262	32	-----	313,942	770,049	614,974	1,285,386	25,293	47	6,898	13	14,386	273	9,222	3,265,385
Motor Vehicles, -----	82,967	1,554	801	213	15,549	276	414	1,366	6,796	6,584	238	49,065	6,703	6,854	473,027	6,880	81	27,791	6,210	36,567	7,733	70,066	807,735
Horse Vehicles, -----	8,620	6,536	444	20	1,018	7	143	21,246	51	76	66	1,122	748	7,817	108,599	264	-----	8,619	6,087	7,779	6,290	14,565	200,117
Hand Trucks, -----	3,704	1,206	11,356	218	1,898	800	36	1,288	1,794	13,051	39	72,177	929	1,193	16,080	270	78	6,778	723	1,134	6,748	405	141,905
Water Craft, -----	19,033	6,030	10	-----	-----	-----	-----	6,014	-----	-----	-----	6,259	-----	12,153	6,340	136	-----	6,000	-----	6,033	38	7	68,062
Handling Objects, -----	105,722	15,957	58,204	4,190	20,424	10,453	7,319	14,412	6,616	6,493	420	248,378	109,220	79,446	79,915	12,479	6,795	43,740	6,396	54,412	11,704	36,117	938,812
Hand Tools, -----	51,406	4,276	6,021	750	7,863	13,665	157	30,989	1,354	13,757	54	157,579	88,820	47,076	22,351	9,587	131	3,161	1,403	13,287	725	27,590	501,942
Electricity, -----	84,622	24,284	13,553	35	172	85	-----	1,900	6,130	46	6,000	46,736	91,950	68,161	200,356	71	-----	124	45	121	4	6,057	550,452
Explosives & Explosions, -----	26,917	116,764	18,664	6	7,462	10	22	6,072	12,165	104	90	39,169	656,878	397,692	63,572	20,318	-----	3,499	257	12,152	101	6,513	1,388,427
Hot & Corrosive Substances, -----	55,067	34,960	14,524	6,657	14,266	1,029	206	633	1,565	15,426	234	208,822	65,391	27,421	58,687	6,502	-----	32,180	8,772	19,129	232	37,472	609,185
Falling Objects, -----	221,943	13,952	35,468	258	2,384	929	200	42,511	1,456	7,394	112	232,409	60,715	26,726	55,056	7,940	95	14,674	395	9,257	6,991	56,924	797,780
Falling Objects (Mines & Quarries), -----	278	-----	37,173	-----	-----	-----	-----	-----	-----	-----	-----	149	1,545,750	1,340,429	-----	61,007	-----	-----	-----	-----	115	-----	2,984,901
Fall of Persons, -----	391,060	60,354	49,182	2,847	19,944	14,007	31,002	20,128	28,681	30,618	503	218,435	103,165	56,805	148,367	26,759	6,600	57,355	16,022	55,630	3,213	61,555	1,402,232
Stepping upon or Striking Against Objects, -----	42,284	1,978	2,501	1,282	9,266	3,414	307	11,103	7,536	2,452	246	43,199	23,682	8,838	13,216	673	327	9,118	1,373	24,173	1,434	8,259	220,661
Miscellaneous Causes, -----	120,486	19,537	26,344	6,641	17,087	568	6,132	4,192	811	13,076	102	120,400	79,697	88,905	53,316	32,016	93	45,849	18,604	15,177	12,754	194,385	876,972
Total, -----	1,630,301	379,178	441,518	34,679	209,421	92,728	55,096	291,411	143,738	166,640	15,434	2,608,241	3,747,670	2,920,501	2,681,113	252,769	16,666	325,637	81,249	332,101	73,613	540,814	17,040,524

*Weighted according to the scale of time loss for weighing industrial accident disabilities recommended by the International Association of Industrial Accident Boards and Commissions.



Accidents Reported to the Bureau of Workmen's Compensation During the Year 1924

*NOTE: F. = FATAL. N. F. = NON-FATAL.



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SAVING LIVES AND MAKING MONEY.

By G. A. Orth, Manager,
Safety and Claims Department,
American Car and Foundry Company, New York.

In the American Car and Foundry Company, fortunately, the promotion of safety began at the top. The officials of the company accepted the movement, took it seriously, put it on a business basis, and recognized it as an important part of the organization. Their attitude was right and they furnished the money with which to carry on the work. This is the secret of its success. For without the moral and financial support of those in authority very little could have been accomplished.

In the thirteen years of the activity of this company in accident prevention, it has expended about three-quarters of a million dollars; and the investment has been a good one. We believed from the outset that if the number of accidents was to be reduced, the workmen would have to be taught watchfulness and caution. We began by doing all in our power to safeguard the employe, but the systematic plan of education, which followed closely, did fully as much as all of the safety devices together. When the workmen saw that the machinery and all dangerous places were being guarded, they became convinced that the officers really meant business and were doing their share to prevent accidents. The company was then in a position to go before its workmen and ask them to do their part in the interest of their own safety.

We view safety as we do production—as a business proposition. We consider it exceedingly poor business to make a profit in the building of a steel freight car and then lose the margin of gain—and more—through an accident to an employe. Allowing such a condition to continue is saving money at the spigot and wasting it at the bung hole. For that reason we have sought to make the slogan “Prevent Accidents” the co-efficient of “Produce with Profit.”

Railroad car building is an art. A steel freight car is made to last a long time. It behooves us, therefore, to keep our car building gangs intact—every man on the job daily, and in a fit condition to work. Fatal and serious accidents shatter producing morale. We are thoroughly convinced of the soundness of this doctrine, and as long as we build passenger and freight railroad cars, we shall endeavor to do so with a minimum of accidents.

The fact that safety enjoys a prestige equal to that of production is a triumph of our safety organization extending from the top down. In the conduct of our eighteen plants with a total average employed force of 25,000, interest in the safety of the worker is commensurate with the attention paid production matters.

Vice-president W. C. Dickerman, a trained engineer in charge of plant operations, sounds the keynote of our company's safety policy in a personal letter addressed to our plant managers, with these words: "Our safety organization has set for itself a very high goal in the direction of accident prevention—not to be satisfied until it is able to say that not a single accident which by human foresight or organization could have been prevented has taken place in our plants. It is a high aim, but with a strong determination and the whole-hearted support and cooperation of all plant managers, superintendents, and foreman, our safety organization will succeed. I am completely in accord with the Safety First proposition, and I shall be glad if you will give the same thought to accident prevention that you now give to production."

Safety is an operating problem to Mr. Dickerman. He wants to know the why and how of all delays and losses in production. Personal letters—safety messages—to plant managers go out over his signature, calling attention to general and specific safety measures as aids to efficient operation. This interest on the part of our chief operating officer is an explanation of the progress of our safety program.

But the foremen and workmen have done their share. At the outset of our safety campaign, we recognized the foreman as the one who must carry the ball. That he has carried it well must be admitted. There is no question but that the earnest, intelligent, and continued cooperation of our foremen has been largely responsible for any success accomplished in the direction of greater safety. Through their influence our employes joined whole-heartedly in the movement. The safety committee has been greatly assisted in their work by the help accorded by foremen. It is with pleasure that we acknowledge their assistance in this work.

In our inter-plant relations, we have found it wise to put safety on a personal footing with those in responsible positions. It then becomes a personal obligation on the part of the superintendent or the foreman to act without delay to provide greater safety for himself and others. We do not demand; we suggest. We do not direct; we warn.

In addition to our railroad car building plants, we operate wheel foundries and rolling mills. The operations carried on in many departments are quite hazardous, but on account of our safety activities, a large number of our plants, employing from 300 to 3500 men, go through an entire month, and sometimes five or six months without a lost time accident. Safety has improved many plant conditions, and has helped toward a better output, and a reduction in costs. The prevention of accidents is largely a matter of a right mental attitude.

"Everything is subordinate to Safety" is the slogan of our Berwick, Pennsylvania, plant, employing 3500 men. By this slogan this plant has built more freight and passenger railroad cars, produced more car wheels out of its large foundry than in days gone by when safety was not a factor. From January to November of the present year (1924) this plant has had an average of six lost time accidents per month. During the month of September, with 3300 men at work, no accidents were reported which involved a disability of more than one day. In the following month, with a like number of men employed, but two trivial accidents were reported, involving a loss of

153 hours to the injured men. This plant is not unmindful of the fact that the conservation of life and limb of its employes is of paramount importance, and it has stressed the point that it would rather miss a little on the production schedule than have an employe suffer injury or death.

In addition to letters on safety sent out to the plants regularly from the executive offices, a monthly statement is compiled, showing the number of men employed at each plant; number of accidents occurring during the month; number of lost time accidents, number of days and hours lost as a result of such accidents, and the per cent of lost time accidents to the average number of employes. This statement has a tendency to keep the safety activities alive among the plant executives and the workers, since each plant is desirous of having a low accident record. This monthly accident record is posted on some four hundred safety bulletin boards throughout the various plants of our company. Everybody from the district manager to the lowliest employe is eager to learn how his plant stands in the monthly report, and it is only natural that each plant is desirous of heading the list with a "no lost time accident" record.

To be successful in the safety movement it is essential that the safety spirit be fostered by every practicable means, and real enthusiasm for safety and safety methods be aroused and maintained throughout the entire plant staff from the manager down to the worker.

INDUSTRIAL AND PUBLIC EDUCATIONAL INSTITUTIONS COOPERATE FOR SAFETY IN NEW KENSINGTON, PENNSYLVANIA.

By N. V. B. Ziegler, Personnel Manager,
United States Aluminum Company,
New Kensington, Penna.

Some of the large manufacturing plants in Pennsylvania, in addition to intensive welfare safety work within their own plants, have extended their efforts in the direction of safety beyond their own works and into the community in which their plants are located. This is the case notably of the United States Aluminum Company of New Kensington.

This company has, for many years, been interested in the safety movement, and has done everything that is humanly possible to prevent accidents in its own plant. Its machinery is well guarded; a trained safety engineer and an assistant safety engineer are employed; a well-organized medical department is maintained with trained nurses, and a physician of wide experience is retained in charge of this department, who gives his entire time to work among the employes. Every injury is brought to the attention of the physician and every wound, however trifling, is dressed by one of the nurses or the doctor. Progress in safety is being made in this company's plant, as accidents are becoming fewer and fewer each year.

But, recognizing the fact that as great, if not greater, hazard exists outside of industry in connection with highways, homes, and public schools a series of meetings and lectures was instituted in New Kensington by this company. It was called the Community Safety School. Meetings were held every Monday night from October to December first, with an average attendance of 550 men and women.

These meetings have been very successful from every viewpoint, and have greatly benefited the cause of safety, chiefly because the interest of the community was aroused.

Representatives from the various industries in that neighborhood as well as representatives of the borough and public schools in the vicinity were present at every meeting. To keep up the interest and to stimulate further interest in safety, this company has furnished the New Kensington schools with a year's supply of safety education bulletins which are published by the National Safety Council. These bulletins come twice a month and are given to the teachers through the cooperation of the New Kensington School Board and the Superintendent of Public Schools. The safety information contained in these bulletins is taught to the pupils in classes. Arrangements have also been made by the company to furnish speakers to address the school children in their chapel on the subject of safety.

So successful have been these meetings that this company is contemplating extending its efforts to the borough schools of Parnassus and Arnold.

PUBLIC SCHOOL COOPERATION FOR SAFETY.

By E. T. Chapman, Superintendent of Public Schools,
New Kensington, Pennsylvania.

The schools in New Kensington were very glad indeed to cooperate with Mr. N. V. B. Ziegler, Personnel Manager, United States Aluminum Company, in the safety education program he conducted under the auspices of the National Safety Council.

The School Board very kindly consented to permit the use of the High School Auditorium for the series of safety meetings, and I can cheerfully make the following statement with regard to the cooperation of the schools in the plan. Both the School Board and the school officials in New Kensington have been interested in safety education as a part of the general program of health for several years and in cooperation with the safety program conducted by the National Safety Council, we have organized specific lessons in safety education in each of the first eight grades.

A bulletin of the National Safety Council, fifty copies of which are furnished twice a month to the schools of New Kensington by the United States Aluminum Company, are very helpful in the hands of the teacher in providing suggestive material for instruction.

The community interest and enthusiasm aroused by the series of meetings have made it quite easy for us to secure a like interest and enthusiasm among the children in our school program.

UTILIZATION OF DISABLED WORKERS IN SUIT- ABLE TASKS IN INDUSTRY IS BASED ON DEFINITE ENGINEERING PRINCIPLES.

By S. S. Riddle, Director
Bureau of Rehabilitation

A great industrial plant is promoted, financed, and plans for construction and operation are begun.

Engineers and consultants are retained for the most effective and workable design.

Location, plant layout, size and strength of structures, power units, power distribution, mechanical equipment are subjects of intensive study and planning.

Through every phase of the development is one thought,—economy—consistent with safety and maximum production.

There has apparently been no waste of space or materials in construction; the power plant is the last word in transforming heat to horsepower; all machines have been standardized, and the whole project capitalized for replacement of broken equipment and machinery as necessary.

From the economic standpoint, in competitive manufacturing, the plant may be pronounced almost perfect. Every advantage has been attained.

The establishment is ready to begin operations.

All that is now needed is labor.

Advertisements, employment agencies, and labor scouts bring in the workers.

A personnel or employment division is established within the plant, and medical inspection is given all applicants for employment.

An employment policy is adopted.

No applicants disabled by amputation or similar physical handicap, even though otherwise physically sound, will be considered.

Tasks that could be performed by one-armed or one-legged workers are to be performed by workers with two arms or two legs.

The list of applicants for employment includes victims of amputations, but otherwise physically sound, who reside in the community in which the plant is located.

Nowhere in the plant is a 10-inch I beam where a 6-inch I beam can carry the load.

Nowhere is a 10 horsepower motor installed where a motor of 5 horsepower is adequate.

The mechanical design of the material equipment shows almost perfect balance.

What of the human equipment?

Tasks that can be suitably performed by workers with only one arm are not classified as available for such workers, in order to release from such tasks two-armed applicants for other employment requiring use of both arms.

Tasks that can be performed by persons sitting have not been designated as suitable for workers with one leg or two legs amputated, in order to increase the potential supply of able-bodied labor.

Economical design,—man-power conservation,—has evidently not been extended to the human operations in that plant.

In many long-established industrial plants, engaged in processes hazardous to the safety of the workers, such principles are today operative.

But, in every large plant:—

Is the same careful study and design given the adaptation of human workers to the tasks in such establishments as is given to the inanimate structures and mechanical equipment?

Why is not every task in such plant listed and accurately defined for the guidance of the personnel division, as to what physical capabilities, other than actual skill, are required by workers performing each listed task?

Why should not the personnel or employment division employ, whenever possible, handicapped persons, otherwise suited to such tasks, and approved by the medical inspection branch?

Labor has become a costly factor in production, but what percentage of costs can be ascribed in a plant to occasional minor labor shortages and turnover in addition to actual expenditure for wage in definite production?

How many more years will elapse in our present competitive industrial procedure before scientific adaptation of workers to tasks, exclusive of the skill factor, will be intensively studied and practiced in all of our industrial establishments?

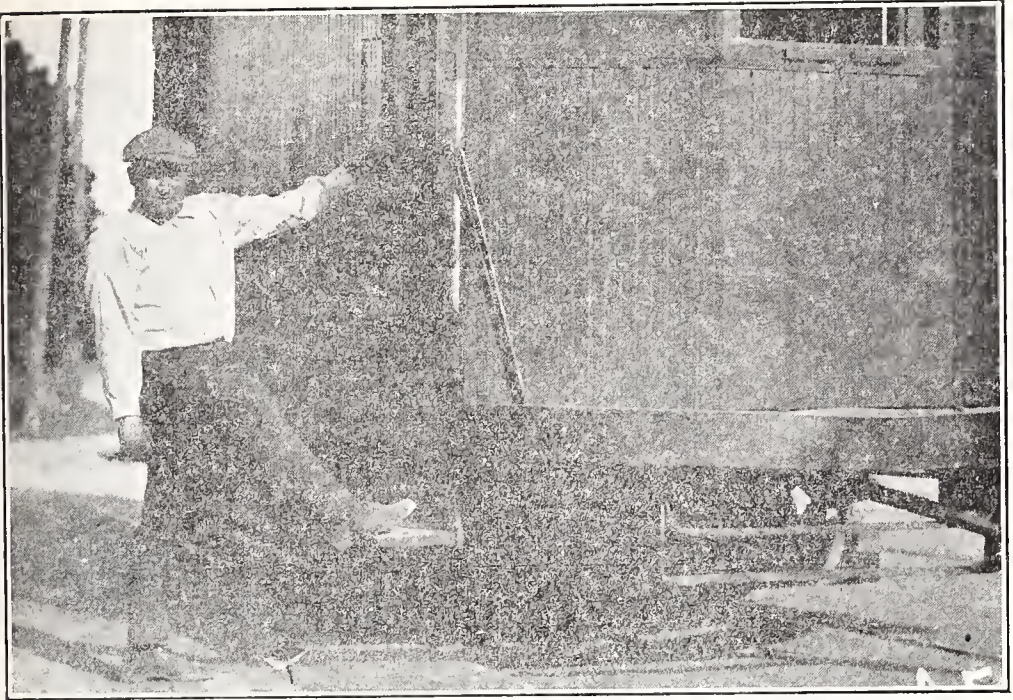
The question may be properly asked when it is considered that, exclusive of public accidents, in Pennsylvania alone, 91 legs, 58 arms, 183 hands, 122 feet and 538 eyes were lost by industrial accident during the first ten months of 1924. Those losses continue throughout every month of each year. Those figures deal with only definite amputations and mutilations, and do not include crushes, burns, and other body injuries which result in some form of permanent disability to the workers.

Restricted immigration is today a fact. Far-seeing heads of large industrial corporations will, before many years, extend their operating plans to the adaptation and utilization of human equipment, as today they are so carefully planning the structural and mechanical phases of their establishments.

Workmen's compensation provides definite awards for certain definite injuries as losses of arms, legs, hands, feet, and eyes; but it is admitted that such award will not maintain the victim of such loss during the remainder of average life expectancy. Re-employment is absolutely essential. The almost mythical "second amputations" do not create a "total disability" workmen's compensation award in Pennsylvania.

Research and experience have disclosed that a worker having sustained amputation of one arm or one leg very rarely loses a remaining member by amputation from accident.

Caution of such workers and placement in suitable non-hazardous occupations are perhaps responsible. The Pennsylvania Workmen's Compensation Board, sustained by the courts, has decided that the loss of a second arm, leg or eye does not create a total disability award, under the Pennsylvania law but merely an award for the loss



Amputation of both hands, following accident in 1919, did not send the energetic American, shown in the above illustrations to the so-called "human scrap heap." Neither he nor his employing company had any such plans. His prior occupational experience was capitalized and he was provided with artificial hands and a responsible job by the public utility company for which he worked when injured.

of such member, providing that such loss was sustained by a separate accident at a time other than when the first loss was sustained.

A scrap heap of broken mechanical equipment consumes only ground space, and deteriorates but its deterioration is not contagious. Workers disabled, capable of performing some tasks, but refused employment, consume other production and, perhaps deteriorate, with such deterioration, when occurring, always having its effect in the immediate environment.

A disabled worker placed in a suitable task is never an object for sympathy. A disabled person, if not requiring custodial care, can usually be placed in some productive employment which he can perform as well as an able-bodied person can perform that particular task in employment. Such disabled person, in suitable employment, is usually a steady, consistent worker, realizing that his possibilities for employment are limited; his attitude consequently has its effect on labor turnover; his wage should always be commensurate with his productive value.

A disabled person in suitable employment contributes his share to the total production of the community, state, and nation; he maintains himself and dependents properly; he is removed from dangerous idleness, and his wages contribute to the purchasing power of a community.

Multiply the individual case by the total number of disabled persons in Pennsylvania and the ultimate effect can be realized.

It will probably not be many years before every large manufacturing and public utility corporation, employing great numbers of workers in hazardous processes, will have the human operating tasks analyzed and card indexed from the physical requirement standpoint, and, workers, even though physically disabled, if otherwise qualified, will be employed with the same engineering skill and foresight as today guide the structural engineer in his selection of size and character of materials and the mechanical engineer in his design of operating equipment.

WHAT FINALLY BECOMES OF INDUSTRIAL ACCIDENT VICTIMS PERMANENTLY AND TOTALLY DISABLED AFTER THE PERIOD OF WORKMEN'S COM- PENSATION EXPIRES?

By William H. Horner, Director,
Bureau of Workmen's Compensation.

Eleven days before Christmas of 1917, an industrial accident resulted in the crushing of both legs of a twenty-seven-year-old worker in a metal plant of western Pennsylvania. At the hospital double amputation was necessary. The accident victim's wife returned from the hospital to her three sons, seven, four, and three years, respectively, facing an uncertain future in the two scantily furnished rented rooms occupied by the family.

Christmas of 1924, seven years later, was celebrated by that family in their own home, purchased in 1920 for \$1800. The home is plainly but well furnished. The three boys, now aged fourteen, eleven, and ten years, regularly attend school. The eldest boy, much interested in music, is receiving piano lessons and practices on the piano that has been purchased and placed in the living room of that disabled man's home. The annual income of the family is approximately \$1800.

In the seven years' interval between Christmas of 1917 and 1924, a number of factors contributed to the final result.

First of all, was the stability and energy of the disabled man and his wife, stimulated, apparently, by the severely disabling injury sustained by the husband.

Second, was the genuine helpfulness and cooperation of the company employing the worker when disabled.

Third, was the workmen's compensation award that provided, without delays of litigation, the immediate financial relief when most needed.

Prior to the accident, the disabled man had worked at different jobs. He was an average worker, apparently unable to "get ahead" financially. Fortunately, when injured, he was employed by a "big" company that regards its disabled workers as more than scrap.

The employing company, following the definite policy of that corporation, provided the disabled man with two artificial legs, although this expenditure, by the company, was not required by the Workmen's Compensation Act or any other law of the Commonwealth of Pennsylvania. The action of the company did not stop merely with the providing of the artificial appliances, but an intelligent effort was made to provide that disabled worker with employment which he could perform in spite of his disability.

The Bureau of Rehabilitation was established in the Department of Labor and Industry in 1920, three years after that worker had sustained his disability. When the services of the Bureau of Rehabilitation were offered that disabled man and an investigation made by a representative of the Bureau, it was disclosed that the accident victim was suitably employed at a weekly wage in excess of his earnings prior to the amputation of both legs. He was classified as a "machinist's helper", and his duties were suitable to his disability. Consequently, the services of the Bureau of Rehabilitation were not, in that case, needed.

Three lump sum payments were made at intervals from the disabled worker's compensation award. The first two were comparatively small in amount, and were made for the payment of accumulated bills and for the providing of some necessary furniture. The third lump sum payment was for the purchase of a home.

During the entire period of convalescence of the head of the family, the visiting nurse of the employing company made frequent visits to the home, furnishing food and clothing as necessary, giving advice on health matters, and in a general way looking after the family's welfare.

Counsel of the employing company was provided the disabled man at the time he bought his home in order that his interests would be thoroughly safeguarded; the furniture of the living room of the new home was provided through the efforts of the visiting nurse,

It may be safely stated that the family of that disabled man is in better status at the present time than before the husband and father was injured. It is true that he has lost both legs, but his family have gained the comfort of a home which they did not have prior to his injury. The home is described in the county records as a two and a half story frame dwelling on a lot one hundred by twenty-five feet.

The husband's work is satisfactory to his employing company. He is doing his best, and it is stated that his employment is as permanent as he cares to make it.

The complete story of that disabled man's rehabilitation, accomplished exclusively by the man, his wife, and the employing company was learned by an investigator of the Bureau of Workmen's Compensation, assigned to make such complete investigation of workers sustaining, in the early years of the Workmen's Compensation Act, injuries defined as permanent total disabilities.

In permanent total disability cases, the workmen's compensation payment period extends, under the Workmen's Compensation Act, not longer than 500 weeks. The Workmen's Compensation Act of Pennsylvania became effective January 1, 1916, and the maximum 500 week period is, consequently, at the present time, approaching termination for workers receiving permanent total disability awards during the first year or two of operation of the compensation legislation in Pennsylvania. What has happened and what will happen to the permanent total disability cases, surviving beyond the 500 weeks, is a matter which the Department of Labor and Industry, through investigators of the Workmen's Compensation Bureau, is now endeavoring to determine.

Unfortunately, all cases of disabled workers with permanent total disability awards, surviving beyond the 500 week period, will not develop as satisfactorily as has the individual case described in this article.

Numbers of permanent total disability cases, under workmen's compensation, are not susceptible to any type of re-employment, especially those workers sustaining severe spinal or internal injuries, which do not yield to medical or surgical treatment.

Among the permanent total disability cases, the re-employment possibilities are brighter for the accident victims who have sustained loss of use of two members of the body,—even including the blind,—than for those workers whose permanent total disabilities render them virtual "shut-ins," in many cases not equipped with basic education nor susceptible to training for self-support, or even the earning of a small income.

In every case of rehabilitation, whether accomplished by the employing company, or by the employing company in cooperation with the workmen's compensation officials, or the Bureau of Rehabilitation of the Department of Labor and Industry, a cooperative attitude on the part of the disabled accident victim and his family are essential to successful accomplishment of results.

SELF INSURANCE UNDER THE WORKMEN'S COMPENSATION ACT.

By Joseph B. Means, Chief,
Insurance Coverage Section,
Bureau of Workmen's Compensation.

Section 305 of the Workmen's Compensation Act provides in part as follows:

"An employer desiring to be exempt from insuring the whole or any part of his liability for compensation shall make application to the Bureau showing his financial ability to pay such compensation, whereupon the Bureau, if satisfied of the applicant's ability, shall by written order make such exemption."

Under this provision the Bureau requires an employer to file an application for exemption. This application, which is subject to the approval of the Board, calls for a complete financial statement of the applicant, the number of employes, the location of plants, as well as the receipts, expenditures, pay roll and annual profits for the three previous years, and the accident experience and other information useful in determining the financial status of the applicant. In addition, the Bureau has arranged with a commercial agency for reports as to the financial condition of all applicants. Exemptions are not granted for more than one year, and all self-insurers are required to file a similar application each year and, if satisfactory, an order will be issued for another year.

It does not seem practical to adopt any fixed rules or regulations governing the granting of exemptions, as each application must be considered on its own merits, taking into consideration the financial condition of the applicant, and the previous accident experience and hazard of the business in which engaged. In the case of many large employers with unquestioned financial resources, it has not been deemed necessary to require a surety bond or other security. As a rule, however, these large employers have a number of subsidiary companies and when an application is received from a subsidiary company the parent company is required to file with the Bureau an agreement guaranteeing the payment of the compensation liability, hospital bills, funeral expenses, etc., incurred by the subsidiary company. Many applicants, however, are required to file with the Bureau a surety bond or other security, approved by the Board, to guarantee the payment of liability that may be incurred under the provisions of the Act.

Experience has demonstrated that, in many cases, it is advisable, even though the applicant may be in good financial condition, to re-

quire a surety bond or other security on account of the fact that these applicants occasionally desire to liquidate and thus close out their business. In these cases the security heretofore required will protect the payment of long drawn out cases or recurrence of disability that cannot be foreseen at the time the company liquidates.

Applications for exemption or applications for renewal are carefully examined by the Credit Division of the Workmen's Compensation Bureau. Also, the compensation liability of the applicant is carefully checked each year as to the amount incurred and also as to whether or not the liability is paid promptly when due and payable. The limiting of the granting of exemption to one year, and requiring a new application has enabled the Bureau to keep a careful check on the financial affairs of the applicant, and also on its liability. The best evidence that the Bureau has been conservative in recommending applications for exemption is the fact that it has not been necessary for the Board to revoke an order since the Act went into effect.

Credit for business requirements is usually for a period of sixty to ninety days. Granting an employer permission to carry his own compensation liability is extending credit for a period that may, in some cases, reach sixteen years. Therefore, in considering applications for exemption, the Bureau is confronted with the proposition of determining what the applicant's financial condition may be for that period. Under these circumstances, the refusal of the Board to grant exemption in any case is no reflection on the credit of the applicant.

In 1923, there were 515 employers operating as self-insurers, but in 1924, this number was reduced to 475. This last number is a fair average of the employers operating as self-insurers each year since January 1, 1916.

In 1922, the self-insurers had 24,681 compensable accidents and the liability incurred on account of these accidents exceeded five million dollars. These amounts are, in all probability, a fair average for the whole period, showing that since the Act went into effect self-insurers in this State have had approximately 225,000 compensable accidents resulting in liability of about forty-five million dollars.

Pennsylvania, on account of having so many large employers with ample resources to take care of any compensation liability that may be incurred, is in a position to carry out successfully the general plan of self-insurance. However, the fact that this plan has been successful in this State is, in a large measure, due to the splendid spirit of cooperation on the part of the employers operating as self-insurers. They have not only lived up to the letter of the law but to the spirit of the law and, in many instances, have been much more liberal in their payments than the law required. This is especially true of their efforts to rehabilitate their injured employes and thus enable them to return to useful employment.

PROGRESS OF THE STATE WORKMEN'S INSURANCE FUND.

By Gabriel H. Moyer, Manager,
State Workmen's Insurance Fund.

The year 1924 closed as one of the greatest years in the history of the State Fund. A larger number of policies were issued to employers of labor during the year 1924 than during any previous year. The State Workmen's Insurance Board has again declared a fifteen per cent dividend on industrial business and ten per cent dividend on coal mine business affecting all policy holders of record during the year 1924. These dividends together with the initial reduction in rate of ten per cent, makes the State Fund a very attractive business proposition.

The wonderful growth of the State Fund is due not only to the reduced rates at which the State Fund writes compensation insurance, but to the service rendered to its policyholders.

It cannot be other than gratifying to those who, year by year, have placed their compensation insurance business with the State Fund, to note its wonderful success. The State Fund enters upon another year satisfied that its efforts have been appreciated, not only by upwards of 30,000 policyholders; but by an army of injured employees to whom the Fund has brought the best of medical and surgical attention, so that they are restored to activity and usefulness.

To give, by all the power at its command, the most humane treatment possible to all employees stricken by accident is the underlying principle of the Fund's operation.

Through the Inspection Section of the Fund, it endeavors to make safe for employees all plants and working places of its policyholders, so that accidents may be held to a minimum.

When accidents occur, they are settled by the Claim Section of the Fund, not merely according to the letter of the compensation law, but to the spirit of the law.

Records are carefully compiled by the Statistical Section of the Fund, which guarantees to all policyholders fair and equitable rates, based on their actual experience, and on the experience of the classification of labor in which they are engaged.

The last actuarial examination made of the Fund by a noted insurance expert, attributes its growth to the excellent and economical management of the Fund, to the reputation for solvency and reliability which it has established, and to the satisfaction which its service has given to the policyholders and their employees.

ORGANIZATION OF THE DEPARTMENT OF LABOR AND INDUSTRY

By Richard H. Lansburgh,
Secretary of Labor and Industry.

The Organization Chart of the Department of Labor and Industry, as approved by the Executive Board of the Commonwealth of Pennsylvania on December 8, 1924, is presented in this Bulletin. This chart is published in order to acquaint the public fully with the functions which are carried on by this Department and with the method of administering these functions.

The Bureau of Inspection is the largest bureau in the department and also expends over one-third of the total expended by the department. The administration of the Workmen's Compensation Acts by the board, referees, and the Bureau of Workmen's Compensation entails a personnel which is practically as large, and an expenditure which is also over one-third of the total expenditure of the department. All of the other functions of the department are carried on with an expenditure of thirty per cent of the total appropriation.

The Bureau of Inspection may be regarded in the light of a great safety organization which is spread throughout the State of Pennsylvania with headquarters in six division offices and with central headquarters at Harrisburg. The inspectors of this bureau are continually circulating throughout the State in their various districts, arranging for the safeguarding of machinery and the betterment of working conditions in both the manufacturing and mercantile industries of Pennsylvania.

The Accident Investigation Section carefully checks the causes of all serious industrial accidents, orders conditions surrounding them investigated by the inspection force and makes recommendations to the Bureau of Industrial Standards based on these investigations. This section is in close contact with the safety work being done throughout the United States.

The Boiler Section of the Bureau of Inspection inspects and supervises construction, installation and operation of boilers throughout the State except in Philadelphia, Scranton and Erie. The Elevator Section of the Bureau of Inspection inspects and supervises the construction, installation and operation of elevators throughout the State except in Philadelphia, Pittsburgh, and Scranton.

The Building Section approves all plans for means of egress from buildings over two stories in height, except in Philadelphia, Pittsburgh, and Scranton. It also has supervision over other phases of the Fire and Panic Act such as the installation of automatic sprinklers, fire alarm systems, and emergency lighting devices.

The Motion Picture Projectionist Licensure Section has supervision over the issuing of licenses to all operators of motion picture apparatus in the State and supervision of the character of projection apparatus and booths.

ORGANIZATION DEPARTMENT OF LABOR COMMONWEALTH OF PENNSYLVANIA

SECRETARY
LABOR
RICHARD H. LANSBURGH

DEPARTMENTAL SERVICES
18 EMPLOYEES
PERSONNEL, MAIL,
FILES, DUPLICATING,
STORE ROOM, PUBLICITY,
& CUSTODIAL SERVICES
EXECUTIVE SECRETARY
W. A. RIDDLE

WORKMEN'S
COMPENSATION BOARD
23 EMPLOYEES
SUPERVISION OF WORK-
MEN'S COMPENSATION
LAWS
T. HENRY WALNUT-CHAIRMAN
PAUL W. HOUCK
JOHN L. MORRISON
RICHARD H. LANSBURGH,
EX OFFICIO.
SECRETARY
J. C. DETWEILER

REFEREES
31 EMPLOYEES
HEAR ASSIGNED CLAIMS UNDER
WORKMEN'S COMPENSATION LAW
ALTOONA J. SNYDER
KANE G. SMITH
PHILADELPHIA C. W. BOSLER
" H. S. SHERTZ
PITTSBURGH L. E. CHRISTLEY
" C. P. PEARSON
POTTSVILLE T. C. SEIDEL
SCRANTON G. W. BEEMER
WILKES-BARRE A. E. LEWIS
WILLIAMSPORT W. W. CHAMPION

BUREAU OF
STATISTICS
8 EMPLOYEES
COMPILES AND DIS-
TRIBUTES STATISTICAL
DATA FOR THE DE-
PARTMENT
DIRECTOR
C. C. BEASOR

BUREAU OF
WORKMEN'S COMPENSATION
64 EMPLOYEES
ADMINISTERS THE
WORKMEN'S COMPEN-
SATION LAW AND THE
LAW REQUIRING THE
REPORTING OF
INDUSTRIAL ACCIDENTS
DIRECTOR
W. H. HORNER

BUREAU OF
REHABILITATION
22 EMPLOYEES
RENDERS DISABLED
PERSONS FIT TO
ENGAGE IN SUITABLE
EMPLOYMENT
DIRECTOR
S. S. RIDDLE

BUREAU OF
INSPECTION
121 EMPLOYEES
INSPECTS ALL MANU-
FACTURING AND MER-
CANTILE ESTABLISHMENTS,
PLACES OF ASSEMBLY,
MULTIPLE DWELLINGS,
ETC.
DIRECTOR
JOHN H. WALKER
ASSISTANT
T. J. GOULD

SECTIONS
INSURANCE COVERAGE,
ACCIDENT, AGREEMENT
AND RECEIPT
PETITIONS,
INVESTIGATION AND
ADJUSTMENT,
RECEIVING AND
INDEXING
6 DISTRICTS

BEDDING
AND UPHOL-
STERY
SECTION
M. P.
FREDERICK
11
EMPLOYEES

ACCIDENT
INVESTIG-
ATION
SECTION
JOHN S.
SPICER
4
EMPLOYEES

BUILDING
SECTION
CHAS. J.
GOTWALT
2
EMPLOYEES

BOILER
SECTION
LIVINGSTON
SAYLOR
12
EMPLOYEES

ELEVATOR
SECTION
A. KING
WISE
7
EMPLOYEES

6 DISTRICTS

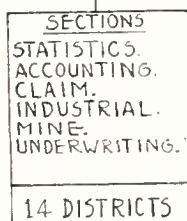
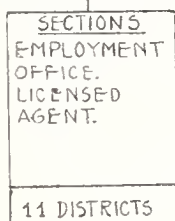
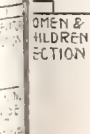
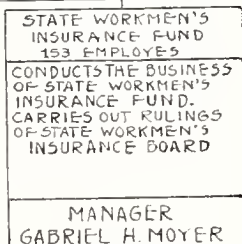
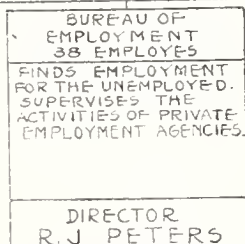
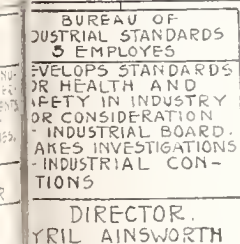
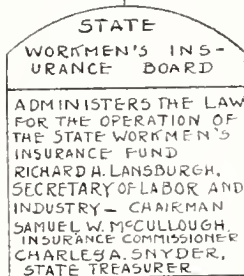
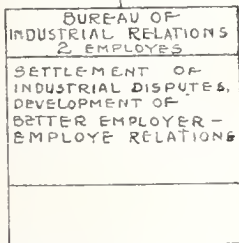
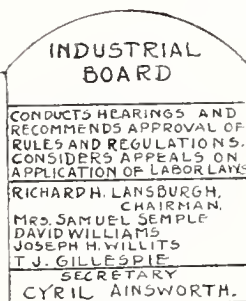
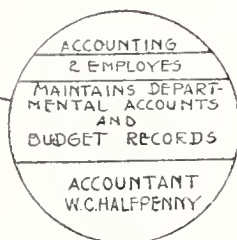
DIVISION OFFICES
HEADQUARTERS
LANCASTER I. D. IMMEL
MEADVILLE A. W. MC COY
PHILADELPHIA J. J. COFFEY
PITTSBURGH D. E. WEAVER
SCRANTON G. M. DARROW
WILLIAMSPORT A. KARNAN

CHART

FOR AND INDUSTRY

PENNSYLVANIA

OF
EXURY
CHURCH



The Bedding and Upholstery Section has inspectors throughout the State who are supervising the conditions of the manufacture of bedding and upholstery materials and are seeing that all such articles offered for sale are properly tagged with the actual materials which they contain.

The Women and Children's Section, which is in the process of organization, will have as its special interest the task of acquainting the public with the provisions of the laws relating to labor of women and children and the education of the factory inspectors with methods of securing cooperation in the enforcement of these Acts.

General supervision of the Workmen's Compensation Acts is in the hands of the Chairman of the Workmen's Compensation Board. The board itself is a semi-judicial body which hears appeals from decisions of referees of workmen's compensation and whose decisions are final except for appeal to the courts. The referees, located throughout the State hear claims in cases in which an agreement concerning the amount of compensation payable cannot be promptly reached between the employer and the injured employes, or the families of employes who have been fatally injured. The referees endeavor to bring both sides together, and failing to do so may make an award of compensation which is binding except on appeal to the Workmen's Compensation Board. The referees and the Workmen's Compensation Board deal with only about three per cent of the total number of compensable accident cases. Ninety seven per cent of these cases are handled through agreements between the employer and the employe filed in the Bureau of Workmen's Compensation. This Bureau receives reports of all accidents, compensable or otherwise, and reports on all agreements between employers and employes on compensable cases. It carefully checks these agreements to see that the rights of all employes are safeguarded. It assists employers and employes in reaching agreements through its Investigation and Adjustment Section, and it receives petitions for referee's hearings which are assigned to the proper referee. It makes certain that all employes are properly covered by insurance in accordance with the workmen's compensation acts. In case employers desire to become self-insurers, it makes a complete investigation of the present and prospective future financial condition of such employers prior to recommending to the Workmen's Compensation Board that they be granted the right to be self-insurers.

The Bureau of Rehabilitation renders assistance to persons who are physically disabled by furnishing them with schooling, with artificial appliances, or with other means that will render them capable of taking their place in industry. Its district offices have representatives who keep constantly in touch with such persons during the time that they are being rehabilitated and after they have started on their new occupations. The operations of this bureau are fully described in an article which appeared in the December, 1924, issue of this bulletin.

The Bureau of Employment operates public employment offices throughout the State and in addition supervises private employment agencies. It issues licenses to these, hears complaints against them, and orders proper adjustment of justifiable complaints. There are three offices supported by the State alone. These are in Philadelphia, Pittsburgh, and Harrisburg. There are five offices which are

supported jointly by the State and the Federal Government. These are located in Allentown, Erie, Johnstown, Reading and Scranton. There are four offices which are cooperative offices, supported jointly by the State and the Young Men's Christian Association, in Dubois, Lancaster, Oil City, and Williamsport. All of these public employment offices keep in constant contact with employers in their districts receiving orders and attempting to secure orders for employes, at the same time that they are receiving applications for employment. There is a system of clearance between these various offices whereby opportunities in one section of the State which cannot be filled in this section are made known to the other offices. In 1923, these offices placed a total of 150,675 persons in positions.

The Bureau of Industrial Relations is charged with the task of mediation of industrial disputes. A program is now being developed to extend the influence of this bureau in the State, particularly in the dissemination of information concerning plans which have been successfully utilized to create better employer—employee relations.

The Bureau of Statistics compiles and publishes regularly data concerning accident, employment, and trade statistics of the State. This data is published largely as supplemental sheets to this bulletin. However, this bureau is constantly compiling special information for particular industries upon their request. There is a program for the extension of this type of service to the industries of the Commonwealth.

The Bureau of Industrial Standards was recently organized for the purpose of developing standards for health and safety in industry for consideration by the Industrial Board and promulgation as rules and regulations of the department. The department is constantly called upon to make surveys of various kinds concerning conditions in industry and all such surveys will hereafter be carried on by the Bureau of Industrial Standards. In carrying on its work this bureau will be in constant contact with industry, in order that the completed recommendations which it makes may represent the best combined thought of all interested persons in the Commonwealth.

The Industrial Board considers and formulates all rules and regulations for the conduct of the department. The members of the board, other than the chairman, in the order named upon the chart represent respectively, women, labor, the public, and manufacturers. This representation is in accordance with law. The full duties of the Industrial Board were given in this bulletin for December, 1924.

The State Workmen's Insurance Fund is a State insurance business conducted for the purpose of carrying compensation insurance for employers of the State. It conducts its business as does any insurance company except that there is a ten per cent differential in rates in favor of the State Fund policyholders. This Fund is under direct charge of the manager in its daily functioning, but is under the control of the State Workmen's Insurance Board, membership of which is indicated upon the chart.

All matters pertaining to budgets of the various bureaus, financial policies, and expenditures are handled by the Secretary of Labor and Industry with the assistance of the Departmental Accountant, who has as his primary duty the task of maintaining accurate records of expenditures for budget purposes, and secondarily handles the routine vouchers and payrolls for the department.

All those administrative services which affect all bureaus of the department, such as personnel records, mailing, filing, and similar items named on the chart are under control of the Executive Secretary, who handles a large share of the administrative work that is necessary in the day by day functioning of a large business organization.

It is hoped that this description of the organization of the Department of Labor and Industry will not only inform the public more accurately concerning its duties and the method in which they are carried out, but will also serve as a guide to indicate the proper person to address concerning any of the varied activities of the department.

RECRUITING LABOR IN PHILADELPHIA

By K. M. Coolbaugh, Superintendent,
Philadelphia District Office,
Bureau of Employment.

Two outstanding factors make Philadelphia the logical labor distributing depot for Pennsylvania: its geographical location; and the diversity of its manufacturing interests.

Every week through it pass thousands of the country's best industrial and construction labor, some to find employment in its immediate vicinity, others, failing to find what they want or are best fitted for, to move on to other sections of the Commonwealth or to other States.

A certain percentage of this labor is, of course, of the tourist type with which many employers are familiar and all large cities endowed. The vast majority, however, is the best that the eastern seaboard affords in industrial manpower.

Because many employers throughout the state have long appreciated this fact it has been their custom as well as their recognized right to secure both skilled and common labor from this source.

The measure of their success, however, has depended upon the methods they have used.

To outline and comment briefly upon these is the object of this contribution.

Employers located outside the city follow either of two methods in recruiting labor through the Philadelphia State Employment Office. Either they request the office to send men to them or they send their representative to the office to interview personally men with whom the office is able to put them in touch.

Experience has shown the relative merits of these two methods. The first is unsatisfactory in results especially where labor is wanted in appreciable numbers. The reasons for this are fundamental. For example: An employer located, say, one hundred miles from

Philadelphia writes or telephones to the office requesting that it send boiler makers, carpenters, machinists, molders or structural iron workers and sets forth in detail the wages offered, the number of hours worked per week, and the probable duration of the work.

These facts are placed before men who apply at the office for this class of work. But regardless of how much they may be impressed by the facts, personal contact between the principals, the surest basis for mutual understanding and permanent employment, is lacking. So too is another factor, equally vital: the railroad fare. Though employers frequently offer to refund transportation charges under certain conditions in case a prospective employe pays it out of his own pocket the latter usually feels that he is assuming too great a risk; that when he gets to his destination he may not qualify for the job; the job may be filled, or may have been misrepresented to him intentionally or otherwise. Often he needs the amount of the railroad fare today just as much as he needs the job tomorrow.

In other words the applicant feels much the same about paying his own fare as the employer does about advancing it. The one who puts up his money is buying "sight unseen".

If the mechanic is slow to pay his own fare, even more backward is the common laborer. His reluctance, however, is not a matter of reason or suspicion. It is a condition. For in the vast majority of cases he hasn't the money. The employer on the other hand takes a very definite risk if he forwards a railroad ticket or the cash equivalent to a man he does not know.

Business conditions which of course affect the supply and demand of labor contribute at all times to the measure of success of the correspondence method. During a period of depression men who have the money are more likely to pay their way to a job in a distant city than they are during widespread industrial activity. Their having money depends largely upon how long they have been out of employment.

Experience has shown that in times of labor shortage the results of this method are almost negligible. They are of debatable worth when a labor surplus exists and are reasonably tangible only when a very small number of men are sought in trades or vocations in which they do not find ready employment in large industrial centers or in which there is a trade surplus.

Fair results are sometimes gained when the applicants happen to have worked before for the specific employer or know him by reputation. At best each is attempting to sell by mail without samples and the ultimate sale as always depends upon how much each wishes to buy and his confidence in the other party.

Nevertheless, this fact must be recognized. The method has one outstanding advantage. It usually compels men to pay their own railroad fare and when they thus underwrite their professions of ability to meet an employer's specifications it is strong evidence that they will live up to those professions when they finally go to work for him.

When an employer is in the market for the services of only one or a few men he may find it too expensive and impracticable to send a representative to Philadelphia for the purpose of personally interviewing prospects. Then it is highly important that he give the State Employment Office complete details concerning the character of the work:

1. Wages offered.
2. Hours worked per day or averaged weekly.
3. Probable duration of employment.
4. Age limit, if any.
5. Whether union or non union men are desired.
6. If and how transportation charges will be adjusted.
7. As much data as possible regarding board and rental accommodations and costs in the community.

This information is then placed before desirable applicants who are instructed to write at once to the employer setting forth their experience in their respective trades, where they have worked, age, number of dependents, physical handicaps, if any, et cetera.

In the absence of a definite request to the contrary from the employer the office advises men not to go to the employer's plant until they have received a letter asking them to report. They are also advised that if they make the trip in the absence of such a request they do so at their own risk of not being employed when they arrive at their destination.

In addition to these instructions to applicants it is the custom of the office to write simultaneously to the employer giving him the names and addresses of the applicants who have been referred to him. Thereafter the matter is one of negotiation between principals, with the State Employment office willing at all times to assist either or both parties so far as the province of an impartial broker permits.

To a large extent the second method, that of personal contact at the State Employment Office between an employer's representative and applicants obviates most of the obstacles mentioned.

Perhaps the experience of a large foundry and machine shop located about seventy-five miles from the city will best serve not only as an example of cooperation with the office but of distinctly successful labor recruiting by this latter method.

The labor requirements of this company change frequently in both character and volume. For over a year it has secured machinists, machine operators, molders, patternmakers and occasionally technical men through the office. When sufficient men are needed to warrant the expense and time involved a representative of the company's employment department is sent to Philadelphia. Several days before his arrival a list of the labor needed with full details is mailed or telephoned to the State Employment Office.

This permits the office to place these openings upon its bulletin boards and give to them such publicity as local conditions at the time justify. It also makes it possible for the office, where it has been advised sufficiently in advance, to let the employer know something of the local supply and demand for the specific class of mechanics he requires.

The matter of advertising in the help wanted columns of Philadelphia newspapers is, of course, entirely optional with the employer. The number of mechanics needed and the urgency for quick results usually determines the advisability of such publicity. In any event, it has been the policy of the company in question to detail

its representative to the office on Monday or Tuesday of a given week, because on these days the number of men applying is always largest, owing to the fact that men usually terminate their employment at the end of a week. He usually limits his stay to one day. Experience has shown that a short intensive drive with adequate publicity is just as profitable and less expensive than a protracted campaign.

A private office or desk room, depending upon the physical limitations of the office, is given to the representative. Men who ask for him in response to his advertising, as well as those whom the office has been able to interest in the positions which he has available, are referred to him for interview and selection. He is under no obligation either expressed or implied to any man the State office refers to him. He enjoys the same freedom of action which would be his if he confined his recruiting activities to a room in a hotel or at his own plant. More in fact than would be the case in the first instance as substantially none of the better grade hotels of the city permit employers to use their rooms for labor recruiting purposes.

This company has no iron-clad rule regarding the payment of transportation. In most cases, men pay their transportation which is later refunded to them after they have worked for a given length of time. The reason for this is that the better type of mechanic does not always wish to leave on a moment's notice. Frequently he prefers to talk matters over with his family or close up personal affairs which may be pending. The majority of the men who have been thus recruited by the company have reported to the plant a day or two after its representative left Philadelphia. They were sufficiently impressed after a personal contact with its employment man to pay their own transportation. In some cases, though, the new employes have accompanied the representative home, some paying their own transportation while others, who appeared to the representative particularly desirable and lacked ready funds, had theirs advanced.

The State Employment Office in Philadelphia is located at 1519-21 Arch Street, within one block of Broad Street Station. Its telephone number is Spruce-3944. The service is free at all times to employers seeking men and to men seeking work.

NUMBER OF ACCIDENTS REDUCED.

By John S. Spicer, Chief,
Accident Investigation Section,
Bureau of Inspection.

It is gratifying to note that the number of industrial accidents reported for the year 1924, shows a considerable decrease from the number which occurred in 1923.

Using the experience of the first eleven months of 1924 as a basis, it is estimated that by the close of the year there will be 200 less fatal accidents. The probable reduction in the total number will be in excess of 20,000.

The intensive effort to prevent accidents that has been put forth in many portions of the State is, without doubt, reflected in this appreciable reduction in number. It shows that effort in accident prevention work produces results. The year's record, however, challenges each employer and employe to reduce this number still further during the coming year.

The Department has been putting forth special efforts, during the past year, along accident prevention lines. Hundreds of letters have been written to firms when it was apparent that mistakes had been made, either by the foremen or other responsible persons or by the employe himself. In every case the response to these letters of caution or suggestion was favorable and statements were made to the effect that hazardous conditions would be corrected, if such were found to exist, and renewed efforts would be put forth to cut down the number of accidents in the coming months.

There is no question but that this interest on the part of employer and employe has had its share in producing beneficial results. Much, however, remains to be accomplished and the Department would suggest that during 1925 considerable attention should be paid to educational work in industrial accident prevention. It is important that employes realize that it is only through their own cooperation and interest, together with that of those who are in positions of authority over them, that substantial progress can be made in the elimination of industrial accidents. It is also essential that employes be made to realize the importance of doing things in a safe way, and that they should not take unnecessary chances. Too many accidents during the past year have been reported which show a lack of thoughtfulness or good judgment. On the other hand an equal number, if not greater proportion, show a lack of supervision and an apparent lack of responsibility on the part of foremen or of those in supervisory positions. If the employe and foreman can be made to realize their personal responsibility, for not only their own safety, but for that of their fellow employes, a great step forward will be made in accident prevention work.

Another important phase which should be considered is the necessity of periodic inspection of equipment where there is a possibility of wear with its resultant impairment. Too frequently have accidents been reported where chains, cables or ropes have broken. It is possible that in the majority of these cases no periodic inspection had been made. In fact inquiry has developed that fact. Such accidents will probably not happen again in these particular establishments, but it is important that other establishments guard against such accidents, using the past experience of other plants as a guide.

In every establishment let each responsible official, who is in charge of accident prevention work, inaugurate some plan which will give added impetus to the accident prevention movement in his own plant during the coming year. At the same time use every effort to obtain the cooperation of the foreman and employe. This united effort will produce results and with its accomplishment it will be possible to report a still greater reduction in the number of accidents at the close of the year 1925.

PROTECTION FROM FIRE AND PANIC.

By Charles J. Gotwalt, Chief,

Building Section,

Bureau of Inspection.

It is important, at this season of the year, when ice and snow are the rule and not the exception, to examine carefully fire-escapes, exit doors and unprotected passageways. A slight accumulation of ice or snow may cause a door to "stick" or a fire-escape to be dangerous to travel over.

Many people have the impression that a fire-escape is placed upon a building simply to comply with the law. A short time ago a theatre owner, upon being told that his fire-escape was loose upon the building and in a dangerous condition, made the statement to an inspector that his theatre audiences never use the fire-escape. "If not properly painted, a fire-escape may deteriorate in a very short time by rusting. The strength of iron or steel is materially reduced when the bars are rusted. To quote the law: "Fire-escapes now in use and hereafter erected must be painted at least once a year and kept in safe condition." This requirement should be impressed upon the public in some forcible manner. Such action would surely prevent serious accidents.

Many fires are caused by defective flues, particularly in the winter when there are high winds. Heating systems are often neglected and put in operation before careful examination of pipes, joints and dampers has been made. The results, therefore, are often disastrous.

Lighting of hallways and passageways in public buildings, office buildings, and apartment houses is important and is required by the Fire and Panic Act in that portion of the paragraph reading: "All way of egress or means of escape shall be kept free from obstruction, in good repair, properly lighted, and ready for use at all times."

Panic Bolts in theatres, motion picture theatres, public buildings, and other buildings where required, should be tested frequently, properly oiled and painted to prevent rusting. A panic bolt, failing to open instantly might mean the loss of many lives in case of a panic. Many other safeguards can be thrown around the occupants, not only of amusement buildings but of factories, schools, apartment houses, and other buildings; such as hand railings on stairways, non-slip treads on stairs, roughening of cement steps and passageways, fire-proofing of stairway enclosures, confining heating plant to fire-proof compartment, regular inspection of wiring throughout the buildings, and prohibiting smoking.

BOILER EXPLOSIONS.

By Livingston Saylor, Chief,
Boiler Section,
Bureau of Inspection.

The explosion of a steam boiler is not an accident, and is always preventable. It proceeds from a cause which might have been foreseen, and the defect could have been remedied and the explosion prevented. A few reasons for boiler explosions:

Defective design.

Ignorance as to the amount of pressure the boiler will stand.

Reduction in strength by deterioration.

Defective workmanship and material.

Mismanagement.

Overheating of plates caused by low water, accumulation of scale, oil, mud or other deposits preventing the water gaining access to the plates.

Defective safety appliances.

Obstruction between safety valve and boiler.

Frequent inspection will not absolutely prevent all explosions, but rigid inspection will discover defects that might prevent an explosion. Anyone who has seen torn shell plates, sheared rivets, scattered tubes, and wrecked buildings after a boiler explosion will be convinced that rigid inspection of boilers is necessary.

Since the explosion of a boiler is likely to cause injury or death to employes, as well as expense to the plant owner because of the destruction of property and stoppage of the works, inspection is a necessity.

In many cases the responsibility of the owner is not slight, as he is held responsible by many states and cities if he uses a boiler of poor design, or a boiler which is not regularly inspected.

THE MOTION PICTURE PROJECTION ROOM.

By J. P. Lilley, Chief,
Motion Picture Projectionist Licensure Section,
Bureau of Inspection.

The projection room can be properly termed the most essential adjunct to the motion picture theatre. The theatre itself may be luxuriously appointed, and its tones and effects made to harmonize with

the screen portrayals, yet from the little projection room up near the roof emanates practically all of the entertainment furnished in the theatre in the form of motion picture film.

Going back to the early days when second and third floor halls, store rooms, and barns were turned, over night, into motion picture houses, we can see the movie machine somewhere in the rear of the room, generally near the only door leading from the room. It was exposed to the view of everyone, and the operator, who was the owner and manager, would strike a match, light his calcium lamp and start the show. The film, in a strip of fifty feet or more, had its ends fastened together and this belt-like ribbon would go through the machine many times before a new one was put on. The lower part of the loop would be dangling over the floor or into a bag or box. When film came in longer lengths and was wound on a reel, it was common to see the floor littered with film. The owner did not worry about the safety of his audience, and there were no laws to bother him.

Though little attempt was made to protect the audience from a dangerous film fire, it is surprising that film fires did not happen more frequently, but when a fire did break out there was no avenue of escape. In one catastrophe alone where a projector, using acetylene gas, was exposed in a crowded second story auditorium, one hundred and sixty-seven lives were lost. The result of this holocaust was the enactment of laws regulating the exhibition of motion pictures.

The Motion Picture Act provided that a projection room be made of angle iron and asbestos boards. Many owners seemed to think, however, that an enclosure of wood boards, lined with tin or asbestos paper, would be permitted, not knowing that the heat from burning film would melt tin, and that asbestos paper would heat through to an incandescence.

One interesting case reported was of a pine board enclosure built on wooden trestles in a room filled with roughly made benches without backs. One could look through the cracks between the boards and watch the operator as he was cranking the projector with one hand, and using the other to take care of the lamp or to remove his pipe from his mouth. The rheostat, used to regulate the electric current, was in the corner on the floor heated to a cherry red, with the walls blackened by the heat. The entrance to this second story theatre was by a two foot stairway. A door on the other side of the room was barred and locked. When opened one could escape by a ten foot jump to the ground.

The condition just cited is one of many found by the inspectors of the department. Gradually such conditions passed and new theatres with modern projection rooms are taking their place.

PROCEEDINGS OF THE INDUSTRIAL BOARD.

The Secretary of Labor and Industry has answered the following petitions in accordance with the recommendations of the Industrial Board made at its December 9, 1924, meeting:

BOILER STANDARDS

- Petitioner: Bacon Vulcanizer Mfg. Co., Oakland, California.
 Petition: Request for approval of construction of Bacon vulcanizer.
 Ruling: Petition granted conditionally.
- Petitioner: Ira I. Nelson, Boston, Massachusetts.
 Petition: Request for approval for Donnelly Pressure Relief Valve.
 Ruling: Approval granted for use of the device as a water relief valve for hot water relief systems.
- Petitioner: C. W. Obert, New York City.
 Petition: Request for approval of glass diaphragm Water Relief Valve.
 Ruling: Approval granted for use of the device as a water relief valve for hot water relief systems.
- Petitioner: E. Keeler Company, Williamsport, Penna.
 Petition: Request for interpretation of paragraph 308 of revised A. S. M. E. Boiler Code.
 Ruling: That this paragraph is interpreted to mean that blow-off outlets larger than two and one-half ($2\frac{1}{2}$) inches may be used where it is desired to return condensation of heating systems through the same openings to which the blow-off is connected.
- Petitioner: P. M. Lattmer Mfg., Company, Cedar Rapids, Iowa.
 Petition: Request permission to attach name plate on boiler directly over A. S. M. E. stamp by means of two studs and nuts.
 Ruling: Petition denied.
- Petitioner: Hankins-Paulson Company, Uniontown, Penna.
 Petition: Request permission to operate vertical tubular sub-standard boiler.
 Ruling: Petition denied.
- Petitioner: The Rubbercraft Corp., Doylestown, Penna.
 Petition: Request permission to continue in operation H. R. T. lap seam boiler over 30 years of age.
 Ruling: Petition granted conditionally.
- Petitioner: Lock Joint Pipe Company, Ampere, New Jersey.
 Petition: Request permission to use boiler stamped with A. S. M. E. symbol but not with any state stamp.
 Ruling: Petition granted conditionally.
- Petitioner: General Refractories Co., Philadelphia, Penna.
 Petition: Request permission to operate in Pennsylvania sub-standard locomotive boiler.
 Ruling: Petition denied.

ELEVATOR STANDARDS

- Petitioner: The Kaufmann Furniture Co., Reading, Penna.
 Petition: Request for permission to carry passengers on elevator installed under the requirements for freight elevators.
 Ruling: Petition denied.

FIRE AND PANIC ACT

- Petitioner: Penn-Holt Company, Shamokin, Penna.
 Petition: Request for interpretation of approval granted Holt Emergency Lighting Device as it pertains to the installation of the device in a building.
 Ruling: The approval is interpreted to mean that the device may be installed in a building, provided it is placed in a fire-proof compartment the only entrance to which is from the outside of the building, and provided the compartment is adequately ventilated to the outer air.

SPECIAL WAGE SCALE BULLETIN.

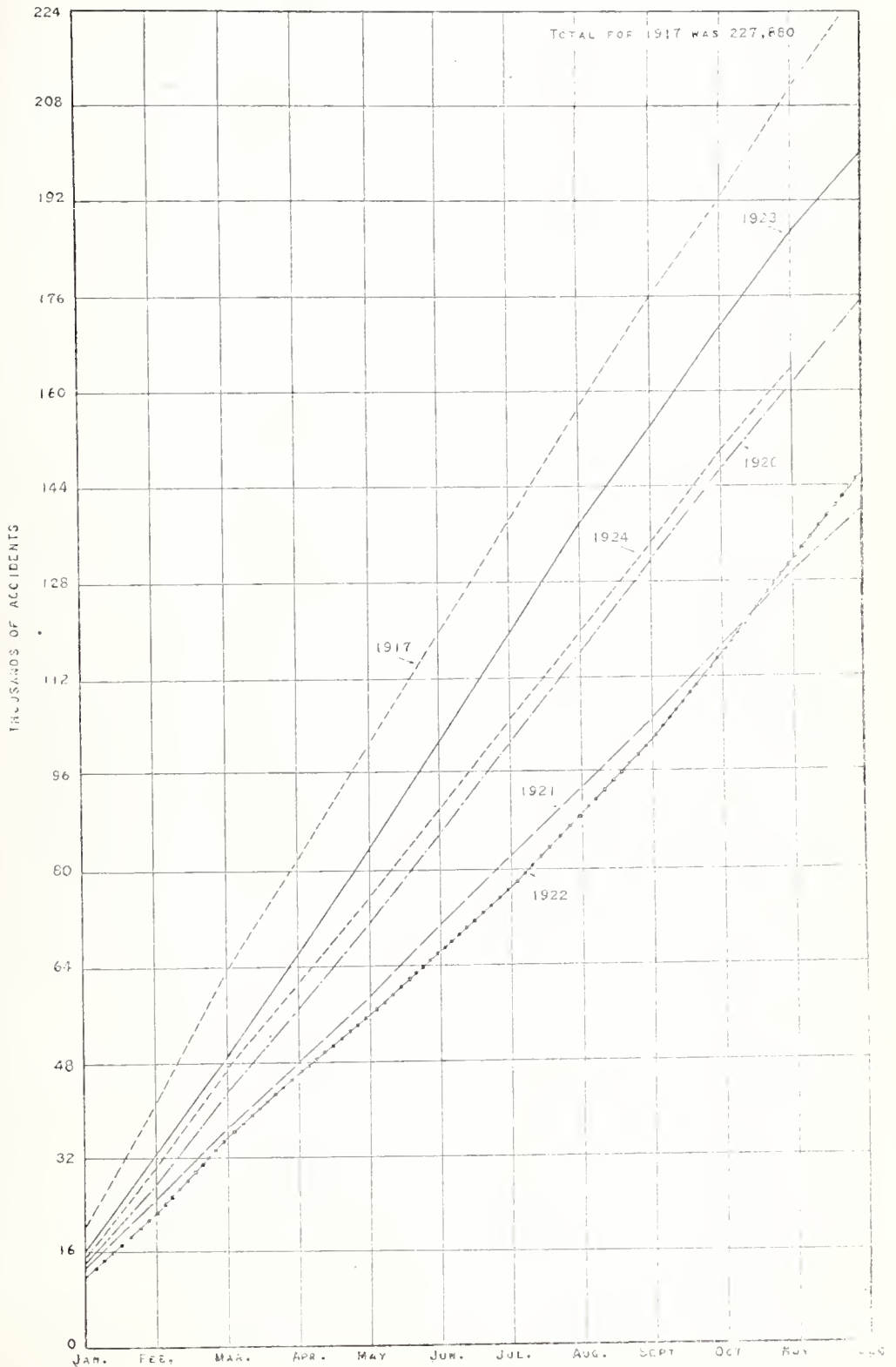
The Department of Labor and Industry has issued a Special Bulletin entitled "Union Scale of Wages and Hours of Labor 1919-1924."

A summary of the average hourly wage rates is given for the various trades for the last six years.

Other tables show the union scale of wages and hours of labor in effect in specific trades by cities May 15, 1919, 1920, 1921, 1922, 1923, and 1924.

This information is grouped in two year periods, and shows the hourly, and full-time weekly rate of wages; number of hours per day, week, and Saturday morning worked; and the rate for overtime, holiday and Sunday work.

COMPARATIVE INDUSTRIAL ACCIDENT TRENDS THROUGH SUCCESSIVE MONTHS BY SEPARATE YEARS.



FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED.

MONTH (1)	1920				1921				1922				1923				1924			
	NON-		NON-		NON-		NON-		NON-		NON-		NON-		NON-		NON-		NON-	
	FATAL	TOTAL	FATAL	TOTAL	FATAL	TOTAL	FATAL	TOTAL	FATAL	TOTAL	FATAL	TOTAL	FATAL	TOTAL	FATAL	TOTAL	FATAL	TOTAL	FATAL	TOTAL
	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
January	239	14,635	14,874	196	13,776	13,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513					
February	239	14,635	14,874	196	13,776	13,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513					
March	443	27,190	27,633	351	24,881	25,232	323	22,531	22,884	444	31,986	32,430	414	30,092	30,506					
April	213	15,177	15,390	172	11,563	11,735	172	12,582	12,754	222	15,653	15,875	212	15,989	16,201					
May	656	42,567	43,023	523	36,444	36,967	495	35,113	35,608	666	47,639	48,305	626	46,081	46,707					
June	173	13,705	13,878	133	10,757	10,800	104	10,185	10,289	196	16,689	16,885	151	13,931	14,082					
July	829	56,072	56,901	656	47,201	47,857	599	45,298	45,897	862	64,323	65,190	777	60,012	60,789					
August	208	13,419	13,627	166	10,877	11,043	116	9,572	9,688	226	17,384	17,610	157	13,940	14,097					
September	1,037	69,191	70,528	822	58,078	58,900	715	54,870	55,585	1,088	81,712	82,800	934	73,952	74,886					
October	241	14,752	14,993	148	11,487	11,635	140	10,532	10,672	188	17,433	17,621	175	14,324	14,499					
November	1,278	84,242	85,521	970	69,565	70,535	855	65,402	66,257	1,276	99,145	100,421	1,109	88,876	89,385					
December	238	14,892	15,130	160	11,196	11,356	124	10,263	10,387	221	17,749	17,970	185	14,917	15,102					
Totals	1,516	99,135	100,651	1,130	80,761	81,891	979	75,565	76,644	1,497	116,894	118,391	1,294	103,793	104,487					
	224	15,056	15,280	145	11,454	11,599	117	11,871	11,988	216	18,452	18,668	187	14,661	14,848					
	1,740	114,191	115,931	1,275	92,215	93,490	1,096	87,536	88,632	1,713	135,316	137,059	1,481	117,854	119,385					
	193	14,981	15,174	164	11,241	11,405	138	12,307	12,445	173	15,504	15,677	167	14,230	14,397					
	1,933	129,172	131,105	1,439	103,456	104,895	1,234	99,343	101,077	1,886	150,850	152,736	1,648	132,084	133,732					
	187	15,528	15,715	186	12,300	12,486	201	14,912	15,113	207	17,380	17,587	180	15,839	16,019					
	2,420	144,700	146,820	1,625	115,756	117,381	1,435	114,755	116,190	2,093	168,230	170,323	1,828	147,923	149,751					
	198	13,968	14,166	154	11,665	11,819	260	14,824	15,084	163	15,532	15,695	194	13,389	13,583					
	2,318	158,668	160,986	1,779	127,421	129,200	1,695	122,579	124,274	2,256	182,762	186,018	2,022	161,912	163,934					
	210	13,783	13,993	145	10,852	10,997	195	14,786	14,981	156	14,261	14,417								
Totals	2,528	172,451	174,979	1,924	138,273	140,497	1,890	144,365	146,255	2,442	198,023	200,435								

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg:Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund.

BRANCH OFFICES

Allentown:Bureau of Employment,
Y. M. C. A. Building,
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Commerce Building,
State Workmen's Insurance Fund,
Central Trust Building.

DuBois:Bureau of Employment,
Y. M. C. A. Building,
Bureau of Rehabilitation,
245 West Long Avenue.

Erie:Bureau of Employment,
109 West Ninth Street.

Franklin:State Workmen's Insurance Fund,
316 Franklin Trust Building.

Greensburg:State Workmen's Insurance Fund,
309 Coulter Building.

Johnstown:Bureau of Employment,
219 Market Street,
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane:Bureau of Workmen's Compensation,
Kane Trust and Savings Building.

Lancaster:Bureau of Employment,
Y. M. C. A. Building,
Bureau of Inspection,
Bureau of Workmen's Compensation,
Woolworth Building.

Meadville:Bureau of Inspection,
Masonic Building.

Oil City:Bureau of Employment,
Y. M. C. A. Building.

Philadelphia:Bureau of Employment,
Bureau of Rehabilitation,
1519 Arch Street,
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Board,
Manhattan Building,
Fourth and Walnut Streets,
Bureau of Employment for Women,
1504 Locust Street,
State Workmen's Insurance Fund,
1004 Commercial Trust Building.

Pittsburgh:	Bureau of Inspection, Bureau of Rehabilitation, Bureau of Workmen's Compensation, Fulton Building. Bureau of Employment (Main office) 416 Third Avenue. Bureau of Employment for Women, 409 McCance Building, 305 Seventh Avenue. Bureau of Employment, 518 Wylie Avenue, State Workmen's Insurance Fund, 401 Park Building.
Pottsville:	Bureau of Rehabilitation, Bureau of Workmen's Compensation, 1 Ulmer Building. State Workmen's Insurance Fund, Baird Building.
Reading:	Bureau of Employment, 108 North Fifth St.
Scranton:	Bureau of Employemen, 116 Adams Avenue. Bureau of Inspection, Bureau of Workmen's Compensation, State Workmen's Insurance Fund, Union National Bank Building.
Sunbury:	State Workmen's Insurance Fund, Sunbury Trust and Safe Deposit Building.
Wilkes-Barre:	Bureau of Rehabilitation, Bureau of Workmen's Compensation, Coal Exchange Building.
Williamsport:	Bureau of Inspection, 341 Pine St. Bureau of Workmen's Compensation, 311 First National Bank Building. Bureau of Employment, Y. M. C. A. Building, 343 West Fourth St.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

RICHARD H. LANSBURGH, Secretary

FEBRUARY
LABOR AND INDUSTRY

Vol. XII



No. 2

Harrisburg, Penna.

1925

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

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A

splendid start has been made to

BETTER

Pennsylvania's accident experience. The

RECORD

for 1924 as compared with the previous year shows
203 fewer employes killed and 22,693 fewer injured.

THIS

means much to the State and to Industry. Consistent
individual effort on the part of each employer and
employee will make the

YEAR

1925 show an ever greater reduction.

LET'S GO

THE JOHN B. STETSON CO., PERSONNEL ACTIVITIES*

JOHN B. STETSON WAS PIONEER IN INDUSTRIAL WEL- FARE WORK

By Milton D. Gehris, Vice President,

In Charge of Welfare.
John B. Stetson Co.,
Philadelphia, Pa.

When John B. Stetson started to make hat history in 1865, he at the same time planted the seed of a new idea in industrial welfare which today, in some form, is recognized as an essential in virtually every big manufacturing plant in America.

The claim is not made that the seed planted by the struggling hatter of those late civil war days was the only one from which sprang the tree of modern welfare systems. His act was in all likelihood prompted more by a kindly heart than any far-seeing business instinct, and Mr. Stetson himself would not have indorsed any such claim.

So insignificant was the act at the time, in fact, that the hatter was never even asked to tell his motive, nor is it probable that he ever dreamed that, more than a half century later, the off-spring of the seed would be the backbone of a policy of justice and square dealing in the largest hat manufactory in America or the world.

Insignificant at the time, nevertheless Mr. Stetson's act was vastly important in view of its future development. He gave only a few dollars—eked out in a trying fight for existence—as an humble present on Christmas day to a pair of workers in his humble shop, but in that act of giving was the spirit which in future years distributed \$500,000 and upward every Christmas day to a body of 4500 prosperous and contented employees, which blazed a pioneer trail in industrial personnel work, and which established a general system for employees' welfare which today, nineteen years after its founder's death, places the name of the John B. Stetson Company high on the honor roll of big industries in industrial welfare achievement.

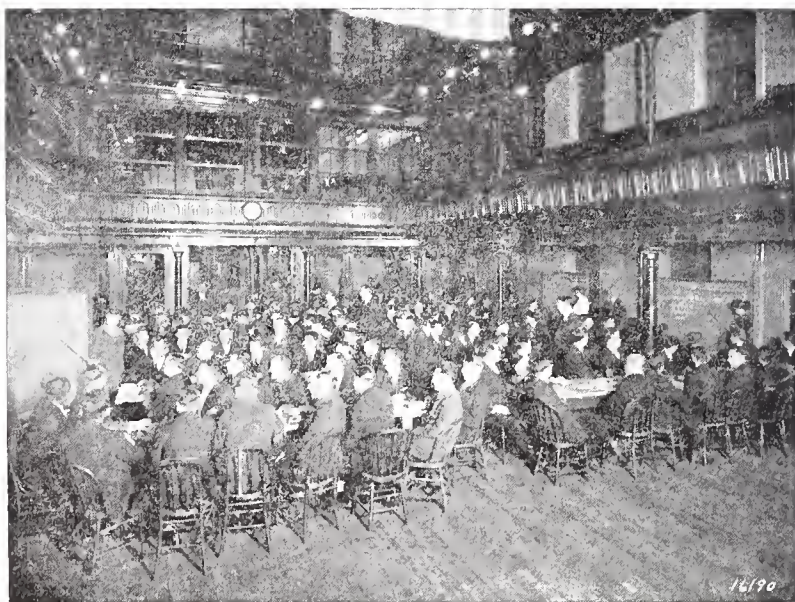
Nor will any employe or official in the Stetson plant, which covers thirty acres of floor space in the vicinity of Fifth Street and Montgomery Avenue, dispute the statement that it is the spirit of John

*The John B. Stetson Company, of Philadelphia, has had an exceptional experience in the development of personnel and safety work of every description among its employes. It represents an excellent example of the development of the particular ideals of a great industrial leader. The Department of Labor and Industry is fortunate in being able to present in this manner the statement of that company effective personnel activities and experience to other employers of the State. Similar articles relating to the work of other Pennsylvania industries in personnel and safety matters will be published.

B. Stetson which is even today back of the steadily growing system for the betterment of Stetson workers. While not a Stetson in name, he is nevertheless an embodiment of the Stetson principles intact who now heads the Company, in the person of James Howell Cummings, who at the age of fifteen began his career as an errand boy under the watchful eye of Mr. Stetson himself.

Following the policy of his dead chief, President Cummings is building on the Stetson welfare system only as the need arises. There must be some positive demand for any new form of welfare effort before it is put into actual operation in the Stetson plant. The policy is clearly that of mutual cooperation between the Company and its employes,—when some form of recreation or other benefit becomes notably perceptible, and adopting what experience has taught is practical.

A striking illustration of this principle are the classes in Americanization instituted at a mass meeting of several hundred foreign-born employes six years ago. These classes, made up of workmen, all of them well past the school age, are designed to aid the workers in overcoming obstructions to their natural development represented by foreign language and custom, and not only teach them the tongue of this country, but the principles of its citizenship and American loyalty as well.



A CLASS IN AMERICANIZATION.

It is the desire of President Cummings, as announced in an address to his foreign-born employes at that first mass meeting, not only to place in their hands an educational opportunity, but to ground them in American ideals with such thoroness that every foreign-born Stetson worker will of his own volition become in name and in fact a true and desirable citizen of the country in which he is earning his bread.

The Stetson classes in English and citizenship meet every Wednesday and Friday afternoon immediately after working hours, from 4:30 to 6:00 o'clock.

About six hundred have been assisted in securing their citizenship papers. Of ten hundred and seventeen foreign-born employes, all but one hundred and thirty-four are citizens, and of this number ninety-six have their first papers and thirty-two have their second papers. Five are not of age and one, who has not taken any steps toward citizenship, is considering it.

The slogan adopted six years ago—"Every Stetson employe an American citizen, able to speak, read and write the English language" will soon be a reality. The officers of the Company follow up every effort that tends to assist the men to a fuller appreciation of the value of citizenship.

Socials and luncheons are a part of the Americanization program. These functions give the foreign-born and their families an opportunity to mingle and co-mingle with the officers, superintendents and foremen and their families, and a very cordial spirit of friendship characterizes these meetings. As a result of this fraternal spirit the foreign-born come to us when in need of advice and it is a privilege and pleasure to assist them and deepen that spirit of brotherliness that has been our experience for many years.

ATHLETIC FIELD.

A magnificent field for the pursuit of athletic sports was opened at the Stetson plant in May, 1913. Since then the name of Stetson has been prominent thruout the state in industrial sport circles. But modern thought does not limit sport to the male of the species, and during recent years the demand for an athletic organization among the 1000 women employes became pronounced. Such an organization was established and the only contribution required for membership is enthusiastic interest. Hikes in the country, picnics and indoor frolics in the big Stetson auditorium, which include such games as tennis, indoor baseball, volley ball, dodge ball and basket ball, are weekly occurrences. The athletic committee, elected by the employes' aims to plan and provide for mass athletics rather than semi-professional or professional teams.

But such things as athletics and the like may be commonplace in view of the widespread introduction of these in big work centers thruout the nation. It is not so much the thing at the Stetson plant, however, as it is the spirit back of it and the scale upon which it is carried out.

The Stetson auditorium is one of the finest in the city, with a seating capacity for 5000 persons.

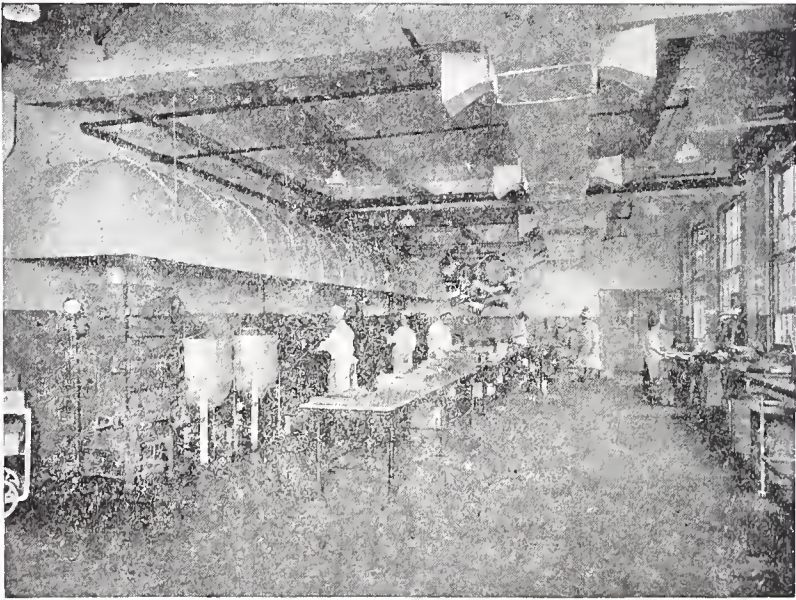
When this auditorium is not in use for some special meeting during the noon hour, an amateur orchestra furnishes music and it is not unusual to see from 50 to 100 couples dancing.

The Stetson rest rooms, employes' restaurant and general improvements for workers' comfort do credit to some of the best hotels in the city of Philadelphia. Just so does the Stetson athletic field do credit to a professional athletic organization.

The incentive back of the Stetson spirit among employes, and back of the management as well, is based on something stronger and more material than the usual run of welfare work as generally practiced. It is based on a principle laid down by John B. Stetson himself back in the days when the first ray of success began to shine on the Stetson hat-making business, when "the Boss of the Plains Style" was first sweeping into popularity in the west.



SOME OF THE GIRLS AT LUNCH.



A CAFETERIA KITCHEN.

BEGAN STOCK DISTRIBUTION IN 1902.

Mr Stetson early in his career decided that perpetuation of an industry rests upon the extent of the interest of its main factors. He accordingly made his department heads partners in the business. In 1902, as a Christmas present, he extended this policy to include his employes, and 5000 shares of common stock in that year were set aside by vote of the stockholders to be distributed among the workers.

Since then this method of rewarding faithful and conscientious employes has become an established custom and by it the permanency

and perpetuation of the great industry is secured. In a broad sense the Stetson plan would be termed profit-sharing, but as the employes under it are made actual stockholders in the Company, it is not profit-sharing in the accepted industrial sense of the term.

It is a substantial form of practical generosity. The terms and conditions of the allotment of the Company's common stock are unique and original in that the employes ultimately become the owners of the stock without the expenditure of a single cent. Special arrangements have been made by the Company whereby, so far as the employes are concerned, the stock is paid for out of the accumulations of dividends.

The stock is held in trust for the employe until the expiration of fifteen years, when it becomes absolutely and wholly his property, to do with as he will. During the period of trusteeship the dividends declared each year are credited to the employe, thus year after year reducing the principal. When the accumulation of dividends equals the par value of the stock, then the employe is paid each year the full dividends declared.

In case of death of an employe or the termination of his employment because of mental or physical inability to discharge his duties, the plan provides there shall be paid to the employe (if he be living, or, if dead, to his estate) the number of shares of stock at par represented by the dividends that have accumulated. If the employment of the employe be terminated by the Company for any cause other than his physical or mental inability to discharge his duties, then there is paid to him in cash the amount of accumulated dividends. The market value of the stock is almost four times the amount at which the stock is allotted to the employes.

BONUS SYSTEM.

Hatters, generally, used to be a roving class. They were known as "Tramp Hatters," and, as a rule, lived up to the reputation of the name.

In the year 1897, a census of our hat sizers indicated that only 35 per cent. of the men worked steadily during the period. At the Christmas exercises of that year the announcement was made that a bonus of 5 per cent. would be paid next Christmas to all hat sizers who worked faithfully and continuously during the entire year. As a result 50 per cent of the men remained with us for the year. The experiment was considered sufficiently encouraging to justify the announcement that for the year 1899, the bonus would be increased to 10 per cent. This resulted in 67 per cent of the men working faithfully during the entire year. In 1900, 80 per cent and in 1901, 88 per cent of the sizers worked steadily during the period. The bonus was increased to 15 per cent and in 1903, to 20 per cent when for the first time in the history of the Company 100 per cent of the hat sizers worked faithfully and continuously during the entire year.

The experiment in the sizing department involved 1000 workers. Gradually the bonus system was extended until in 1915, it was put into effect thruout the entire plant, with most satisfactory results. It was through the increased efficiency of the working force, brought about largely through the bonus plan, that the Company was able to

give its employes on Christmas, 1916, an eight-hour day with no reduction in wages. The plan has been a mighty factor in building up the efficiency of the skilled labor employed in the manufacture of Stetson hats.

The bonus plan has been readjusted from time to time. Now every employe is paid a sum equal to 10 per cent of the wages earned for the year. This amount is paid in a lump sum the day before Christmas to every employe on the payroll.

APPRENTICE SYSTEM.

The apprentice system is another feature of Stetson's. Youths, at an average age of seventeen, indenture themselves to the Company for four years. They are placed with a teacher for three or four months, after which they are given tasks of their own. They are paid for the number of hats they finish. They become journeymen at the end of the four-year period, when they are presented with a cash sum equal to \$1.00 a week for every week of their apprenticeship. This is in addition to wages received during their apprenticeship term.

LIGHT AND SANITATION.

The old buildings that housed the Stetson business twenty-five years ago have practically all been replaced by new and modern fire-proof structures.

These buildings were designed to furnish a maximum of light and air as far as the nature of the work would permit. The hygienic arrangements are as nearly perfect as it is possible to make them. Every room is supplied with filtered, ice cooled, drinking water. A vacuum system has been installed to keep the rooms thoroughly clean. Walls, ceilings, overhead pipes and ledges are dusted periodically. The floors are scrubbed at regular intervals by the use of electric scrubbing machines. A ventilating system furnishes an ample supply of washed and cooled air in summer time and warmed air in winter. Whenever an operation causes dust or fumes a suction system has been installed to eliminate all offensive dust and odors. The toilet facilities are on a par with the systems installed in modern office buildings. No cost or effort is spared to make the working conditions cheerful and healthful.

BUILDING AND LOAN ASSOCIATION.

Mr. Stetson always contended that a married man was a more dependable worker than a single man. He considered a home buyer most desirable of all. He was naturally inclined, therefore, to encourage his workers to purchase homes and planned to assist them. In 1880, fifteen years after the establishment of the business, the Stetson Building and Loan Association was organized. Through this Association more than 1200 Stetson workers now own their own homes.

The shareholders are not confined to the employes of the Company. The Association has issued 28,000 shares. Five thousand shares are maintained by the Company for the benefit of employes, about 13,000 shares are maintained by employes on their own account and about

10,000 shares are maintained by the friends and families of employes and outside folks.

It is the policy of the Company to allot Building and Loan shares to prospective home buyers when the annual Christmas awards are made. These shares are maintained by the Company as long as the employe remains in its employ. Only one restriction is placed on such shares paid for by the Company, they may be borrowed on only for the purchase of real estate.

STETSON SAVING FUND.

The Stetson Saving Fund started as a Christmas Club about thirty years ago. After making deposits for a year the members, imbued with the spirit of regular savings, asked the management to make it a permanent savings fund, which was done. Employes may deposit any amount from 10 cents to \$10.00 weekly and the Fund pays 5 per cent interest on monthly balances. About 25 per cent of the employes deposit in the Saving Fund regularly and the deposits amount to \$175,000.00.

BENEFICIAL ASSOCIATION.

Employment constitutes membership in the Stetson Beneficial Association. Every employe pays 25 cents per month into the Association. When sick, members receive \$7.00 per week sick benefits for a period of seven weeks in a year. Since the Beneficial Association was organized, in 1882, 14,393 members received \$227,005.56 in sick benefits.

The United States Public Health Service compiled the experience of twenty-four manufacturing establishments, listing the number of employes receiving sick benefits. Of the twenty-four establishments, the John B. Stetson Company is the lowest in the number of males and third from the lowest in the number of females who were sick sufficiently long to receive sick benefits, the percentage of males per 1000 being 47.7, and females 55.8.



NOON HOUR IN THE REST ROOM.

The United States Public Health Service considered this record so unusual that they have requested the Company to inform them as to what we attribute the remarkably low sickness frequency. Our answer was that we consider it due to physical examination of new employes, the services of our First Aid Room and Visiting Nurses, our Rest Rooms, our Medical and Dental Departments, our Hospital, our Cafeterias, the cleanliness and ventilation of our plant, pure drinking water and the facilities of our athletic field for recreation.

COOPERATIVE STORE.

A cooperative store had been added to our service department during the after-war period, and was very helpful indeed in reducing the high cost of living. After conditions reached a more normal state the need for cooperative buying grew less apparent, and, as it is the policy of the Company to foster only such services as are directly helpful to the employes, the cooperative store was discontinued.

Employes, however, may still secure their coal supply through the cooperative plan. An arrangement with one of the largest coal companies, having delivery facilities from practically every quarter of the city, permits employes to secure their fuel needs at a reduced rate. The coal is ordered and charged to the Company account and the employe may arrange to pay the bill in small weekly installments. By this arrangement many of the employes have their winter's supply of coal put into their cellars early in the season—not only saving the advance cost of coal, but having the satisfaction of knowing that they are secure against the wintry blasts when they come and the added advantage of a direct saving of forty cents per ton.

GROUP LIFE INSURANCE.

The group life insurance plan was adopted in 1919. A policy of \$200.00 is given every employe at the end of three months' employment, and this policy is increased to \$400.00 at the end of six months and to \$500.00 at the end of the first year. A hundred dollars a year is added until the policy amounts to \$1,000.00. \$133,700.00 has been paid to 140 beneficiaries since the group insurance was put into effect, May 1, 1919.

STETSON HOSPITAL.

The Stetson hospital, a thoroughly modern institution, on Fourth Street, directly across the street from the factory, was founded in 1887, and now has sixty beds in semi-private and private rooms, and maintains a maternity department.

It administers not only to employes, but to the public generally. It is an institution, undenominational in its benefits, maintained for the treatment of sufferers, irrespective of creed, nationality or color. A training school for nurses is an auxiliary to it.

SUNDAY SCHOOL.

Mr. Stetson was a man of strong religious principles, and it was his wish that the religious training of his workers be not overlooked. He organized a non-sectarian mission Sunday School forty-four

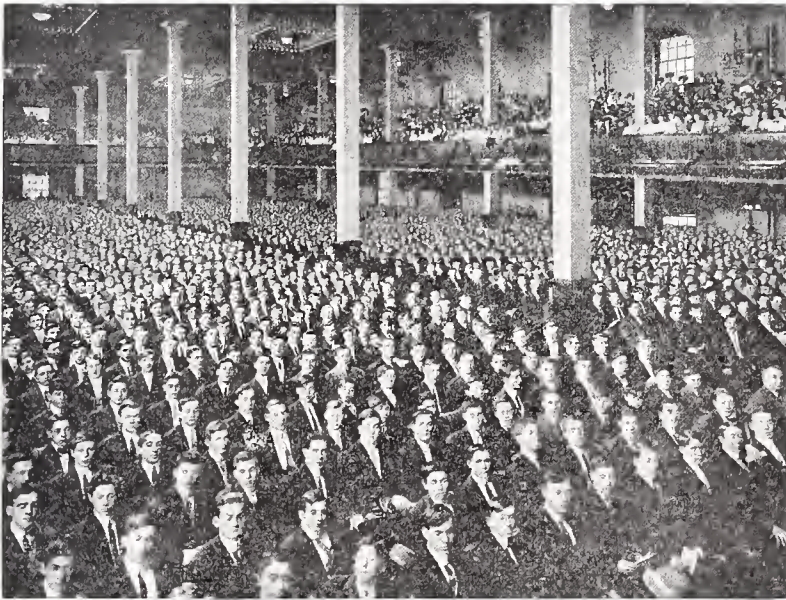
years ago and the Company has maintained this religious work since that time. More than 1200 scholars are enrolled and the average attendance is about 800.

A noon-day religious service is held every Tuesday from 12:30 to 1:00 o'clock for all employees interested in such matters.

A chorus of 100 voices, recognized as one of the best in the city, rehearses weekly under the direction of Dr. Adam Geibel, the blind organist and composer.

CHRISTMAS EXERCISES.

A special feature of this unusual business is the striking observance of Christmas, an idea carried along year after year since the first Christmas when the straggling Stetson distributed his few dollars among his helpers.



CHRISTMAS EXERCISES IN THE STETSON AUDITORIUM.

The awards last Christmas amounted to a cash value of more than \$500,000.00, made up somewhat as follows:

- 380 Hats
- 2525 Turkeys (to married men) 19 tons.
- 1109 Pairs of Gloves
- 1760 Pounds of Candy
- 37 Gold Watches
- 38 Chains
- 290 Shares of Building and Loan Stock
- 225 Shares of John B. Stetson Company Common Stock
- 4 Life Insurance Policies of \$5,000 each
- 1 One Hundred Dollar Liberty Loan Bond
- 9 Fifty Dollar Liberty Loan Bonds
- \$476,798.31 Cash Bonus.**

SAFETY EFFORT.

A committee of three qualified master mechanics make a monthly inspection of the entire plant, reporting their findings to a Factory Management Committee, consisting of nine executives, who review the report and recommend action on the suggestions that are practical and may be adopted. This inspection is in addition to the weekly inspection of the master mechanic.

The entire employe membership was enrolled in a Safety First Campaign two years ago. Every one is on the alert to keep accidents at a minimum. Signs "BE CAREFUL" are printed on the walls, stairways, elevators, etc., and are continually reminding employes to watch their steps. "KEEP UP THE QUALITY" signs too are conspicuous all over the factory.

In 1922, the Company had 123 compensation cases reported with an average number of 3417 employes; in 1923, 105 cases were reported with an average number of 4323 employes; and in 1924, 96 cases were reported with an average number of 4270 employes.

Our First Aid Department cares for an average of 1200 cases each month. No matter how trifling the accident the employes are requested to report to the industrial nurse for immediate First Aid treatment. The factory physician is on duty every afternoon to examine and redress all injuries. He also has an hour of office practice daily to prescribe for any employes who need medical care.

Accidents are usually traceable to somebody's carelessness, but we have been fortunate enough not to have any fatalities and only one major accident in five years.

MANY OTHER BENEFITS.

Numerous other benefits accruing to employes through the Stetson welfare system, including a pension system in operation for many years without cost to workers, might be enumerated. The big hat factory seems to combine every phase of industrial betterment work, and under the direction of President Cummings is ready to inaugurate innovations as their need is made evident.

Elbert Hubbard wrote a book on John B. Stetson after a visit to the factory in 1911.

"This great business," said the famous writer, "has more of this spirit of brotherhood than any big business I can now recall. The Stetson spirit regards business as opportunity—not mere opportunity to make money, but also the opportunity to educate, bless, benefit, uplift and add to the joys of the world."

And Hubbard was right.

WILL CHIPPERS WEAR GOGGLES?

By W. H. Steele,

Shop Engineer, Locomotive Stoker Company, Pittsburgh, Pa.

Believing that our experience will hold interest for other employers of Pennsylvania, I submit some information concerning the experiences of the Locomotive Stoker Company of Pittsburgh in inducing employes to wear goggles.

This company has always been interested in safety. It carries its own compensation insurance, and in case of an accident pays fifteen dollars a week to an injured employe from the date of the accident, together with unlimited medical or surgical service when needed. It has, also, inaugurated an old age service pension, a dependency pension plan, group insurance, and a sickness relief plan.

The company considers all of these institutions good safety measures, and the record for the past nine years, during which time some twelve million man hours were worked, shows no fatalities, and partial permanent disabilities of only one eye loss, and a total loss of five fingers.

In the early days we had all manner of trouble in the chipping room of our iron foundry in trying to get the men to wear goggles. Our hospital reported large numbers of "foreign particle" cases, and the men absolutely refused to wear goggles. We posted literature, extracts of the law; and we threatened dismissals. Even the periodical visits of the State Factory Inspector did not help matters.

During this period a kind fate seemed to be watching over us because all of our accident cases were entirely of a minor nature.

This problem, however, like all safety problems, is very easy of solution when properly understood in all its ramifications.

We finally decided to try a little psychology. Instead of threatening these men, we merely filled our pockets with as many different designs of safety goggles as we could find, went to those men, talked to them, showed them all the different varieties of goggles, and let each man make his own selection. We then fitted the goggles to each man's face very carefully so that he was comfortable while wearing them.

This procedure made each one of those men feel that the safety man had a real personal interest in his welfare; and believe me it worked as evidenced by the fact that during the year, 1924 we have not had a single lost time accident of any kind from that department.

Another method that we have found to bring results and incidentally save money is that when we find a man engaged in chipping who has defective eyesight, we stand the expense of making corrective lenses fitted to goggle frames for his use. This, also, has a further psychological effect, in that employes in other departments, hearing of what the company is doing in the chipping room, get the idea that the company is on the square in its safety work. Confidence in the company's safety methods and ideas is fundamental to good results.

PROMPT REPORT OF ACCIDENTS AND EXECUTION OF AGREEMENTS ARE VITAL FACTORS IN COMPENSATION LAW ADMINISTRATION.

By William H. Horner, Director,
Bureau of Workmen's Compensation

One of the important factors in successfully administering the Workmen's Compensation Law is the prompt reporting of accidents. The law which requires that accidents must be reported to the Department of Labor and Industry is an enactment separate from the Workmen's Compensation Law and covers all accidents occurring in the course of employment causing a disability of two days or more. Failure to report accidents within thirty days after disability begins makes the employer liable for a fine of one hundred dollars.

In order to facilitate the reporting of accidents the following rules have been formulated by the Bureau for the benefit of employers and insurance carriers:

1. Fatal accidents should be reported to the Bureau within forty-eight hours after the accident occurs.
2. Serious accidents or accidents where there is no question that the injury will result in the loss of more than ten days, should be reported within forty-eight hours after the accident.
3. Minor accidents or accidents where the disability does not exceed ten days should be reported to the Bureau when disability ceases. Accident cases where the disability exceeds ten days should be reported not later than ten days after the accident occurs or disability begins.

All accidents regardless of the length of disability should be reported to the insurance carrier in order to insure the payment of medical, surgical and hospital expenses, medicines, and supplies, as provided by the Workman's Compensation Law. Complaints filed with the Bureau regarding the delay in the payment of medical expenses are generally the result of delay in reporting accidents. Prompt reporting of accidents means prompt payments of compensation and medical expenses; and greatly assists the Department of Labor and Industry in accident prevention work.

Employees who are injured in the course of their employment should report immediately to their employers, or the foreman in charge. Experience has shown that many cases of infection are due to the failure of employees to report minor injuries and secure proper medical treatment. Cases have come to the attention of the Bureau where the loss of a member, and even a life could have been saved had the employee reported the injury and secured proper medical treatment. The physical rehabilitation of an injured workman is of primary importance. Too often this phase of the Workman's Compensation Law is overlooked.

Agreements for the payment of compensation should be executed promptly after the tenth day of total disability and should be mailed to the Bureau of Workmen's Compensation for approval. When an injured workman's wages cease because of an accident, he is sorely in need of the compensation provided by the law, and no time should be lost in placing this compensation at his disposal. If there is a change in the status of the case affecting the compensation rate, or the length of time during which compensation is payable, a supplemental agreement should be executed. Few claims are filed, or complaints made to the Bureau against employers or insurance companies who execute compensation agreements promptly, and who make payments with the least possible delay.

Another matter which is often overlooked by employers or insurance carriers is the importance of placing the bureau file number on the accident and compensation papers. This number is furnished by the Bureau in all cases where accidents are reported and is the key by which the records are located in this office.

By regarding the suggestions outlined in this article, the time intervening between the occurrence of an accident and the payment of compensation can be materially reduced, and considerable unnecessary work and contention avoided. The standard by which the successful operation of the Workmen's Compensation Law is usually judged is the promptness with which employers or insurance carriers make compensation payments.

IMPORTANT DECISIONS OF WORKMEN'S COMPENSATION BOARD

SMITH & MITCHELL LUMBER CO.

Employe receiving compensation for loss of use of arm sustained another injury to the same member which necessitated an operation and caused total disability for a period of two months. Compensation awarded for said period to be paid concurrently with compensation for loss of member.

The employe having died prior to determination of the issue, award is made to the executor of his estate for all compensation unpaid at the date of death.

OPINION BY CHAIRMAN WALNUT—JANUARY 6, 1925

The claimant in this case met with two accidents, the first on August 19, 1921, which resulted in the fracture of the humerus of the left arm at or about the middle third. An eight inch graft was put into the bone, which apparently healed slowly on account of some degenerated condition of the bone structure. A compensation agreement, No. 1158840, was entered into providing for the payment of compensation for disability for an indefinite period. It was

finally changed on July 25, 1923, to provide for payment for the permanent loss of the use of the left arm for the period of two hundred and fifteen weeks from August 30, 1921.

The claimant, on or about July 25, 1923, returned to work for the defendant, in whose employ he had been at the time of the original injury. A few days later, namely August 2, 1923, he fractured the same arm again at a point a few inches below the graft inserted for the previous fracture. The bone apparently was very brittle. The claimant testified "I had a little piece of board in my hand and my arm flopped like that and away it went." He was treated for a week or more and then went to the hospital on the 18th of August where an operation was performed, and a second graft inserted. "It healed very kindly," as the doctor testified, "and he left the hospital around about the 10th or 12th of October, 1923, but there was no union between the old graft and the new graft and there is not at the present time."

The referee found that the "injury totally incapacitated the claimant up to the time of the hearing which incapacity will continue indefinitely." Upon this finding he concluded that the claimant was entitled to compensation for total disability, in addition to the compensation he was receiving for the loss of the use of the arm, and likewise to reasonable medical, surgical and hospital services furnished the claimant during the first thirty days following disability arising from the second accident, pursuant to which conclusion he made an award of \$6.00 a week for an indefinite period and likewise awarded reasonable medical, surgical and hospital services.

It is not clear from the referee's finding, whether the total disability referred to by him arose entirely from the condition of the arm, but from an examination of the testimony, we conclude that this must be so.

We have, therefore, a situation, where the claimant suffered an injury to his arm August 19, 1921, which resulted in an agreement defining this condition as one of total disability, for which he received compensation for a matter of approximately two years, when the agreement was changed to one providing for the loss of the use of the arm.

After a few days of employment a second injury to the same arm at a different place occurred, followed by a period of total disability while the claimant remained in the hospital, after which the claimant's disability became, so far as the record discloses, the same as it was prior to, or at the time of the second or supplemental agreement. That is to say the disability arising from the loss of the use of left arm.

Under these circumstances, it appears to us that the claimant is entitled to compensation for the second accident, at the rate specified by the referee, during the period that it caused a disability distinct and separate from that of the original one; that is during the time that the claimant was confined to the hospital for the operation, but when he was discharged from the hospital, the disability had been reduced to one no greater than the loss of the use of the arm, and for this he was already receiving compensation. It is possible that the condition of the arm was somewhat worse than it was prior to the accident, but under our statute, we do not recognize degrees in the loss of the use of a member. If the injury amounts

to the "loss of the use" of the arm, it is assumed that an actual loss of the arm would result in no greater disability than existed while the useless member was still attached to the person of the employe. Therefore, the injury as to whether the arm was more or less useful to the claimant subsequent to the second accident is of no moment. It has already been suggested by the Superior Court in the cases of *Filip v. Cramp*, 80 Superior Court, 68; and *Masset v. Armerford Coal Mining Company*, 82 Superior, 579, that the Act does not contemplate repeated payments for the loss of the same member. We think this reasoning would apply to the present case.

It is our conclusion, therefore, that the referee's award should be amended to provide for compensation at the rate specified by him for a period limited to that, beginning August 12, 1923, and extending to the date when the employe left the hospital, which we gather from the record to have been October 12, 1923, payments to be cumulated as provided by the referee in accordance with the former decision of this Board in the case of *Miller v. Standard Steel Car Company*, 3 Department Records, 2127. The provision for medical, surgical and hospital expenses should be permitted to stand.

A further question is also raised by the record, due to the fact that between the date of the award and the date of the hearing on appeal, the claimant died. The death was suggested of record by petition filed by Isaac T. Smith, Executor of the decedent's estate. The petitioner stated that he believed the death occurred as a result of the same injuries which were the basis of the claim before the Board. There is no testimony to support this averment and the record is not persuasive of the soundness of the belief. We must, therefore, determine the rights of the executor upon the theory that the employe died "from some other cause than the injury," leaving no dependents.

The significant part of the Act relating to this question is found in Section 306-a and reads as follows:

"Should the employe die from some other cause than the injury, the liability for compensation shall cease."

We are of the opinion that the word "cease" refers to the date of the death and not as it has been contended, to the date of the last payment of compensation. The employer is not called upon to pay compensation for the period subsequent to the death, but is liable for all compensation up to the date of the death. To hold otherwise would put a premium upon the withholding of compensation payments as long as possible on the chance that the employe might die and, therefore, no payments would be due.

Under the facts of the present case, it would appear that the death of the employe had no bearing whatever upon the liability of the defendant for that had in fact been terminated by the termination of the compensable disability some months prior to the death.

The practical question arises as to the person who is to receive the compensation which the employer has, theoretically at least, been holding pending the termination of his procedure. We see no reason why it should revert to the employer when it appears to have belonged to the employe. It is true that there is no provision in the Act for the payment of compensation moneys to the personal representatives of a deceased employe. We think such a provision, however, is unnecessary. The money has been determined to belong

to the employe and not to the employer, and should, therefore, be paid to the representative of the employe, in accordance with the general principles of law covering such cases.

In this conclusion we are in accord with the rule followed in other jurisdictions. In *Schneider on Workmen's Compensation*, Volume 973-974 the rule is stated as follows:

"In the absence of some provision, vesting in some survivor the right to compensation payments, the general rule is that death terminates the compensation, and the personal representative is entitled only to the amount of compensation due at the time of the death of the injured employe."

A number of cases were cited in support of the text.

We had a similar question before us in connection with the right of the personal representative of a dependent to collect compensation payments that had accrued and were unpaid at the time of dependent's death. In that case an interpretation of the phraseology contained in Section 307-7 was required and our conclusion was the same as in the present case. See *Driebelbis v. Harris Manufacturing Company*, 10 Department Reports, 1037-1040; also *Gidos v. Fayette Coal Company*, decided January 1, 1925.

We, therefore, affirm the referee's findings of fact and conclusions of law, but amend his award in accordance with the foregoing opinion to provide for the payment of compensation as follows:

On account of David Smith, Claimant, at the rate of 60 per cent of \$10.00, or \$6.00 per week, for the period beginning August 12, 1923, until October 12, 1923, in the amount of \$52.29, shall be paid by the Mitchell Lumber Company to Isaac T. Smith, Executor of the Estate of David Smith.

The defendant is also directed to pay for the reasonable medical and surgical services and medicines and supplies furnished the claimant during the first thirty days after his disability, within the limitations prescribed by the Act.

Concurred in by Commissioners

HOUCK and MORRISON.

KOSER v. PHILA. & READING COAL & IRON CO.

Alleged violation of mine law.

The Board will not set aside an award of compensation where the evidence is not clear that the employe had actually violated a law and where it appears that if the employe was guilty of a misdemeanor by going into the place without a locked safety lamp, the employer under the evidence, was equally guilty in permitting him to do so.

OPINION BY CHAIRMAN WALNUT—JANUARY 9, 1925.

The claimant was injured in a gas explosion which occurred in the defendant's mine on February 25, 1924. The referee made the following findings of fact:

“(1) We find that the claimant was in the employ of the defendant company on February 25, 1924, as a miner in its Draper Colliery, located at Gilberton, Schuylkill County, Penna. That he and a ‘buddy’ were employed on the night shift; and they were engaged in driving a breast up from the fourth lift to the third. That they had fired three shots. After each shot they would take refuge from the smoke and gas in the blind heading about fifty feet away from the place of the discharges or face of the heading. That before these men could proceed with their work after each succeeding shot it would be necessary for them to wait until the smoke and especially the gas would disappear. They would test with safety lamps, and being assured of the absence of gas it was the practice to use naked lamps.

(2) That after the third and last shot was fired and while he, the claimant, was standing at the entrance to this blind heading with his naked lamp alight on his cap, and his ‘buddy’ was sitting in back of him in the heading and they were about to leave this blind heading, that an explosion of gas occurred and he and his ‘buddy’ were disablingly burnt. That there was no gas in this place except for a time after these shots were fired. That the claimant and his ‘buddy’ had worked in this exact place about six weeks and had used their naked lamps after testing with safeties and discovered no gas.”

We have been asked by the defendant to find that the claimant has been guilty of a violation of the Mine Act and to deny compensation under the ruling in the case of *Walcofsky v. Lehigh Valley Coal Company*, 278 Pa., 84. The defendant has cited Rule 9, Article 12 of the Act of June 2, 1891, P. L. 176, which provides *inter alia*.

“In every working approaching any place where there is likely to be an accumulation of explosive gases or in any working in which danger is imminent from explosive gases, no light or fire other than a locked safety lamp shall be allowed or used.”

A further reading of the rule in question indicates that the locked safety lamps are to be the property of the owner of the mine and shall be continually under careful supervision.

The claimant has drawn our attention to Rule II of the same article, which provides that,

“No blasting shall be fired in a mine where locked safety lamps are used, except by permission of the mine foreman, or his assistants and before a blast is fired, the person in charge must examine the place and adjoining places and satisfy himself that it is safe to fire such blast before such permission is given.”

We also note that in Rule 5 of the same article it is provided,

“In mines generating explosive gases, the mine foreman, or his assistant, shall make a careful examination every morning, of all working places and traveling roads

and all other places which might endanger the safety of the workmen, before the workmen shall enter the mine, and such examination shall be made with a safety lamp within three hours at most, before time for commencing work, and a workman shall not enter the mine or his working place until such mine or part thereof and working place are reported to be safe."

Rule 54 of the same article provides that,

"For the purpose of making known the rules and the provisions of this Act to all persons employed in or about such mine or colliery, to which this Act applies, an abstract of the Act and Rules shall be posted up in legible characters in some conspicuous place or places at or near the mine or colliery where they may be conveniently read by the persons employed."

Provision is also made for the renewal of these notices when they become obliterated or destroyed and it is made an offense for any one to destroy them.

It is further provided in Rule 56 that,

"It shall not be lawful for any mine foreman or superintendent of any mine or colliery to employ any person, who is not competent to understand the regulations of any mine evolving explosive gases; PROVIDED that this rule will not apply to a section of the mine free from the said explosive gases."

The final rule, contained in Article 12, which is numbered 58, provides that,

"Every person who fails to comply with any of the foregoing rules or any of the provisions of this article, shall be guilty of an offense against this Act."

It is clear to us, both from the referee's findings and from an examination of the testimony that neither employer nor employe in this case considered the place where the employe was working as within the scope of Rules 5, 9 and 11.

There was no evidence to show that the mine foreman, or his assistant, had made the examination required by Rule 5, before permitting the workmen to enter. Furthermore from the testimony of the defendant's foreman, the claimant was provided with a Davy safety lamp, relative to which the following testimony was given:

"Q. The Davy lamp is a gauze lamp?

A. Yes, sir.

Q. Have you a section of the mine exclusively on locked safety lamps?

A. Not at that time: The rule states to use safety lamps, that is what they were provided for.

Q. It was not a really gaseous section?

A. A gaseous part of the mine.

Q. You did not set it apart as a locked safety lamp section?

- A. I told them to be careful to use no other lamp but the safety lamp.
- Q. You said nothing but the locked safety lamp?
- A. No.
- Q. Speaking of safety lamp, aren't all safety lamps locked?
- A. Not all.
- Q. Were the safety lamps they used in this section locked?
- A. No, sir, not locked."

It is manifest from this testimony that the employer's foreman did not consider the place where the claimant worked as within the provisions of Rule 9. This apparently explains why the blasting was done without the precautions on the part of the employer's foreman required by Rule II.

There is also no evidence in the record to indicate that the notice required by Rule 54 had been posted. Again in the defendant's testimony, which would be the basis of the prosecution in a criminal case, there is nothing to show that the claimant was competent to understand the regulations.

As we interpret the Act, in order to hold the claimant guilty, we would first have to find that place where he was working was covered by Rule 9 and that he was guilty of a misdemeanor for failure to use a locked safety lamp therein. In doing so, however, we would be finding something at variance with the conclusion of the defendant's own foreman, who was on the premises continually and was familiar with the situation. Moreover, we would necessarily have to find that both defendant and claimant were equally guilty, the claimant for going into the place without the locked safety lamp, and the employer for permitting him to do so. Also that they were both guilty in blasting without the precautions required by Rule II. The claimant, it is true, might escape upon the ground that there was no evidence to show that the notices required by Rule 54 had been posted and, therefore, he was not visited with notice of the provision of the Act, but the employer could not so escape.

It is our conclusion that, if this were a criminal prosecution and the defendant's testimony was introduced on behalf of the Commonwealth, no careful jurist would submit the case to a jury. What the jury's verdict would be, if the case were submitted, is, of course, utter speculation. We are, therefore, satisfied that, even if the decision in the case of *Walcofsky v. Lehigh Valley Coal Company*, *Supra*, is as broad as the defendant contends, which we doubt, and gives us jurisdiction in all cases to pass upon the question as to whether a claimant in a compensation case was violating a law at the time of his injury, and to refuse or deny an award on such finding, we could not either on the referee's findings or upon consideration of the record as a whole find as a fact or as a conclusion of law that the claimant in this case was guilty of a violation of the mine law.

We, therefore, affirm the referee's findings of fact, conclusions of law and his award.

Concurred in by Commissioners

HOUCK and MORRISON.

DAYWALT v. F. M. MUSSELMAN

Loss of use of hand.

Incapacity to labor is not the test of the loss or the use of a member. The mere fact that an employe is able to perform some work and receives a higher wage than before the injury is not determinative of the issue and does not justify the Board in setting aside an agreement for loss of the member.

OPINION BY COMMISSIONER HOUCK—JANUARY 8, 1925

The claimant was injured October 13, 1922. His right hand was caught in a saw, and his middle and ring fingers were amputated; in addition to this, the tendons of the hand were injured, so that the function of the remaining fingers has been considerably impaired; the thumb has normal function. An agreement covering compensation for an indefinite period was executed. In September, 1923, the claimant filed a petition to modify the agreement, alleging that the injury resulted in the loss of the use of his hand. Before a hearing was held on this petition, the defendant agreed that the claimant had lost the use of his right hand, and a supplementary agreement, based on the provisions of the compensation act covering such facts, was executed. On March 25, 1924, the defendant filed a petition to modify this supplementary agreement, alleging that disability had decreased; that the claimant has not lost the use of his hand; and that he is able to perform the same work as he did before the accident at the same or a higher wage. The referee dismissed this petition, and the defendant appealed.

Compensation for the loss of a member does not depend on incapacity to labor, it is compensation for the injury sustained. *Kerwin v. American Express Company*, 273 Pa. 134; *Lente v. Luci*, 275 Pa. 217. It might be questioned, therefore, whether a petition for modification of the agreement was the proper petition in this case. It seems that a petition to review the agreement would have been the proper procedure. However, no question was raised about the procedure and we shall dispose of the case on its merits.

As we have already indicated, the incapacity to labor is not the test of the loss of the use of a member; and the mere fact that the claimant is able to perform some work and to receive a higher wage than before the accident (the testimony shows that there has been a general increase in wage rates) is not determinative of the question at issue. Under all the testimony in the case, we do not consider this fact of much importance.

There is evidence to sustain the referee's finding to the effect that the claimant has lost the use of his right hand. The claimant appeared in person before the Board, at the argument on the appeal, and exhibited his hand to the Board. From our inspection of the injured member, we agree with the statement of one of the medical witnesses that the claimant had practically lost the entire use of his hand for general purposes. The defendant's action in executing an agreement for the loss of the use of the hand shows that it also agreed that this was the condition of the claimant's hand. We can find no reason in the record to lead us to set aside

or modify this agreement. We are satisfied that the claimant has lost the use of his hand and that the testimony supports this finding.

The defendant contends further that the referee erred in fixing the average weekly wage of the claimant. This question was not raised in the defendant's petition to modify, but the referee considered it and reduced the average weekly wage from \$15.00 (the amount stated in the agreement) to \$13.75 (the original agreement fixed it at \$10.00). The testimony as to the earnings of the claimant was not very definite; for example, no one could say how many days the claimant lost on account of unfavorable weather conditions. The referee took all the testimony and made a personal investigation of the matter (as was his right under the act) and fixed the wage at the amount stated. We think he fixed it at the correct amount. At all events, we do not see how the defendant was injured by the referee's action because he reduced the amount below that which was fixed by the defendant in the compensation agreement which it executed.

The findings of fact, conclusions of law, and order of the referee are affirmed, and the appeal is dismissed.

Concurred in by Chairman Walnut
and Commissioner Morrison.

DOWN THE CHUTE—TO DEATH

By John S. Spicer, Chief,
Accident Investigation Section,
Bureau of Inspection.

A recent accident which occurred in a flour mill has its significance to many industrial establishments in the State. A customer of this flour mill, accompanied by his son, was standing in the mill talking to the manager at a time when a workman had uncovered an opening in the floor through which he was emptying bags of grain into a mixer on a lower level. After the employe had emptied one bag of grain and had gone to obtain another, the boy backed into the hole and went down the chute into the mixing machine. The manager, seeing what had happened, attempted to grab the boy, but failed, and unable to stop the machinery quickly enough, the boy's head was crushed by a blade of the mixer.

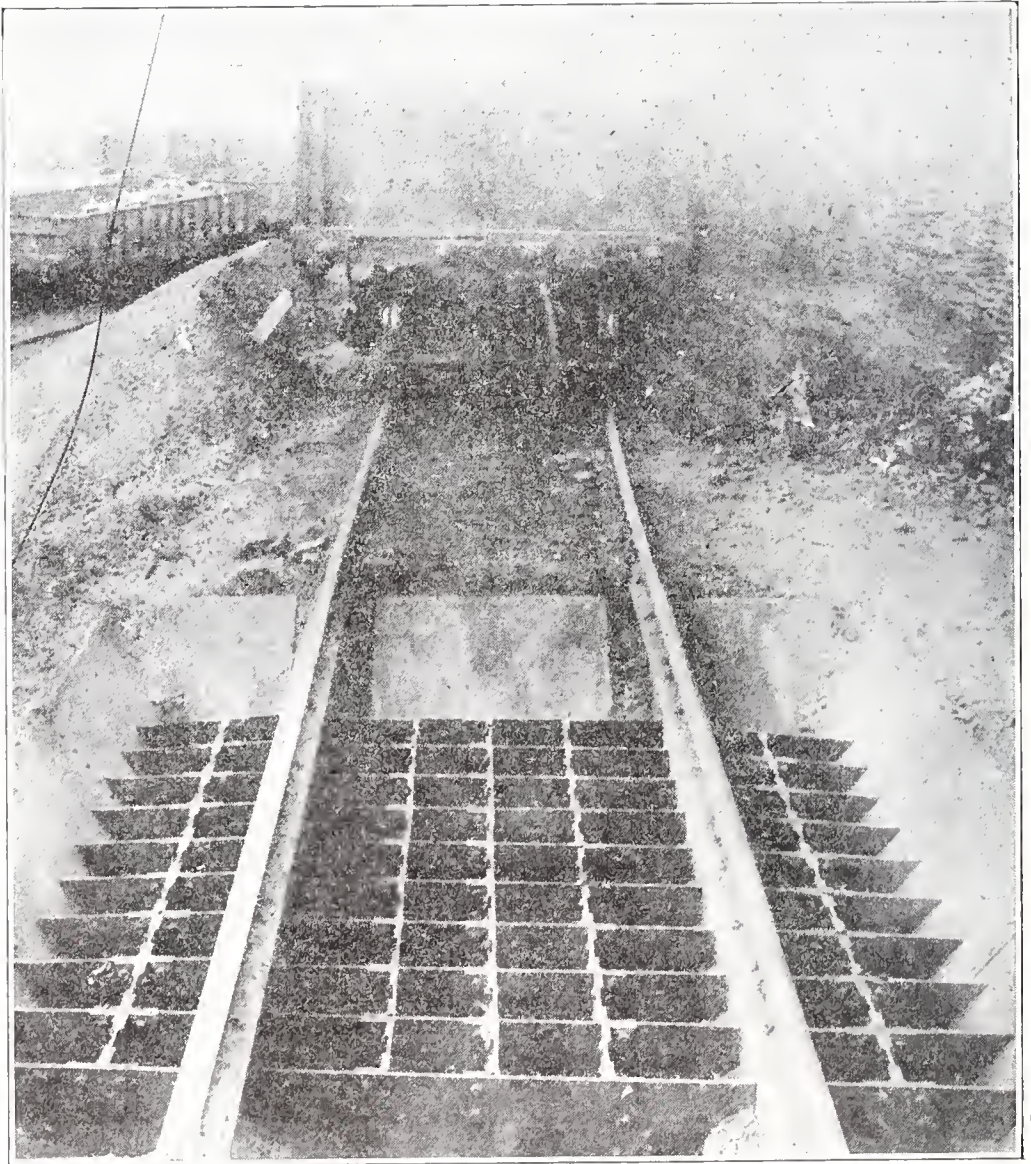
This accident typifies many others which have their counterpart in industry where floor openings or other openings, into which material is unloaded, have not been properly protected. Less than a year ago a similar accident in another cereal mill, involving the loss of an employe's life, was reported to the Department.

Other cases have been reported to the Department in which employes were unloading coal or other material from gondola types of

railroad cars. The cars were spotted over openings through which the material was permitted to flow, and after the bottom hopper had been opened, the material stuck. Employees entered the cars and attempted to loosen the material, which so suddenly loosed flowed rapidly through the car into the chute or opening below, carrying the workers with it. They were buried beneath the material and suffocated.

The possibility of such accidents is greater in the winter because much of the material shipped in cars is sometimes partially frozen, and considerable effort is required to loosen it.

All accidents of this kind could be prevented if floor openings and all other openings into which material is unloaded, were provided with gratings, similar to the one shown in the accompanying photograph, having apertures large enough to permit the material to flow through easily, and yet small enough to prevent passage of an employee who might be caught in the moving material.



Grille Work to Prevent Workmen from Falling Into Bins or Hoppers while Cars Are Being Unloaded.

DEPARTMENT NOTES

As the foreign worker is either an asset or a liability, industrially, socially, and politically, the Bureau of Employment decided to gather what is called vital statistics concerning all foreign applicants for work in the Pittsburgh office.

After the usual questions about his industrial experience, questions concerning the social status of the applicant were asked: whether married or single; whether his family was in this country, and if not, whether he had any intention of bringing them here; whether he could speak the English language. And lastly, questions were asked concerning his political status: whether he was a citizen of the United States, or had any intention of becoming one.

Next to securing employment for these foreigners, the work the Bureau of Employment has been able to do for them in pointing the way and aiding them to become citizens of the United States is far the most important. Many of them wish to become citizens of the United States, but have no idea of how to go about it. The Bureau, not only directed and helped them to become citizens, if they so desired, but put them in contact with schools and other agencies maintained for the purpose of preparing them for assuming the duties of citizenship.

While this service is not primarily employment work, it has taken very little time, and has been of inestimable value to the foreign applicant for employment, and must eventually be an asset to the nation.

M. P. Frederick, Director of the Bedding and Upholstery Section of the Bureau of Inspection, attended a convention of the Better Bedding Alliance of America in Chicago, January 12th and 13th, 1925.

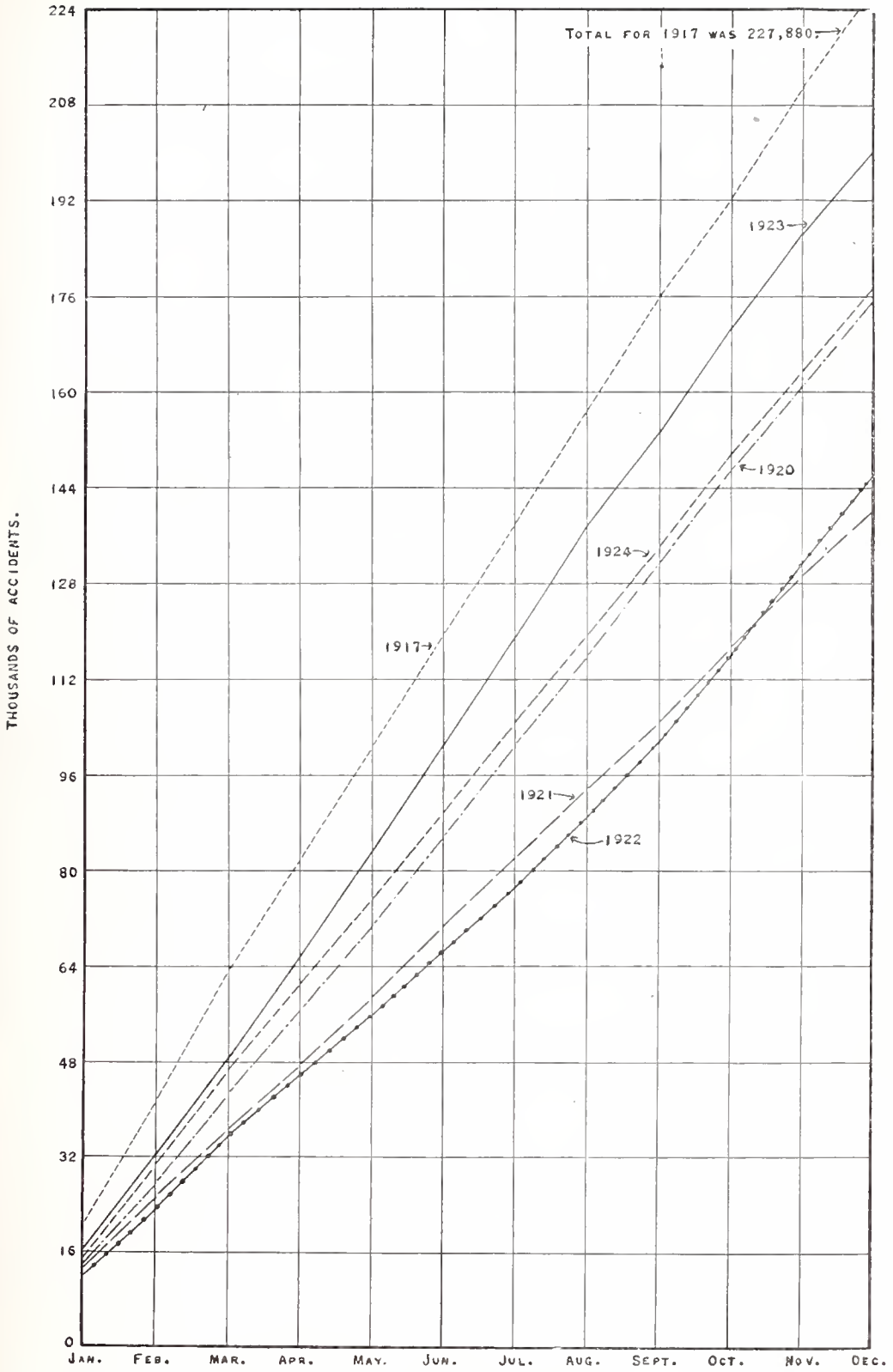
Many firms reported substantial decreases in the number of fatal accidents in 1924 as compared with 1923. The Department has forwarded letters to all firms having more than one fatal accident during 1924, requesting that they plan an active safety campaign during 1925, and offering specific cooperation of the Department in this campaign. Many favorable replies have been received.

W. H. Horner, Director, Bureau of Workmen's Compensation, Department of Labor and Industry, has been appointed Chairman of a committee representing the International Association of Industrial Accident Boards and Commissions, to meet with a similar committee representing the National Association of Legal Aid Organizations to consider mutual problems and report at the next convention of the International Association. Mr. Horner arranged for a meeting of the joint committees to be held in Washington, D. C. during the month of February. He was elected to membership on the Executive committee at the last annual meeting of the Association in Halifax, Nova Scotia.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED.

MONTH	1920		1921		1922		1923		1924						
	FATAL	NON-FATAL	FATAL	NON-FATAL	FATAL	NON-FATAL	FATAL	NON-FATAL	FATAL	NON-FATAL					
January	239	14,635	14,874	196	13,776	13,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513
February	239	14,635	14,874	196	13,776	13,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513
March	204	12,555	12,759	155	11,105	11,260	171	10,580	10,751	221	15,276	15,497	181	14,812	14,993
April	445	27,190	27,623	351	24,881	25,232	433	22,531	22,854	444	31,986	32,430	414	30,092	30,506
May	213	15,177	15,330	172	11,563	11,735	172	12,582	12,754	222	15,653	15,875	212	15,989	16,201
June	656	42,367	43,023	523	36,444	36,967	495	33,113	33,608	666	47,619	48,305	626	46,081	46,701
July	173	13,705	13,878	133	10,757	10,890	104	10,185	10,289	196	16,689	16,885	151	13,931	14,082
August	829	56,072	56,901	656	47,201	47,857	529	45,298	45,897	862	64,328	65,190	777	60,042	60,789
September	208	13,419	13,627	166	10,877	11,043	116	9,572	9,688	226	17,384	17,610	157	13,940	14,097
October	1,037	69,491	70,528	822	58,078	58,900	715	54,870	55,585	1,088	81,712	82,800	934	73,932	74,886
November	211	14,752	14,993	148	11,487	11,635	140	10,532	10,672	188	17,433	17,621	175	14,324	14,499
December	1,278	84,242	85,521	970	69,565	70,535	855	65,402	66,257	1,276	99,145	100,421	1,109	88,276	89,385
Totals	238	14,892	15,130	160	11,193	11,356	124	10,233	10,387	221	17,749	17,970	185	14,917	15,102
	1,516	99,135	100,651	1,130	80,761	81,891	979	75,665	76,644	1,497	116,894	118,391	1,294	103,193	104,787
	224	15,056	15,280	145	11,454	11,579	117	11,871	11,988	216	18,452	18,668	187	14,661	14,818
	1,740	114,191	115,931	1,275	92,215	93,490	1,096	87,536	88,632	1,713	135,316	137,052	1,481	117,854	119,335
	193	14,981	15,174	164	11,211	11,405	138	12,307	12,445	173	15,504	15,677	167	14,250	14,397
	1,933	129,472	131,105	1,439	103,456	104,897	1,214	99,843	101,077	1,886	150,850	152,736	1,648	132,084	133,732
	187	15,528	15,715	186	12,800	12,482	201	14,912	15,113	207	17,380	17,587	180	15,839	16,019
	2,120	144,700	146,820	1,625	115,756	117,381	1,435	114,755	116,190	2,093	168,230	170,323	1,828	147,923	149,751
	198	15,968	16,166	154	11,665	11,819	260	14,824	15,084	163	15,532	15,695	194	13,381	13,583
	2,318	158,668	160,986	1,779	127,421	129,200	1,695	129,579	131,274	2,356	183,762	186,018	2,022	161,312	163,331
	210	13,783	13,993	145	10,852	10,997	195	14,786	14,981	156	14,261	14,417	187	14,018	14,205
Totals	2,528	172,451	174,979	1,924	138,273	140,197	1,890	144,365	146,255	2,412	198,023	200,435	2,209	175,330	177,539

NOTE:—The figures in italics represent the cumulative totals by month under each classification.



Comparative Industrial Accident Trends Through Successive Months by Separate Years.



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg: Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund.

BRANCH OFFICES

Allentown: Bureau of Employment,
Y. M. C. A. Building.
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona: Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.

Dubois: Bureau of Employment,
Y. M. C. A. Building.
Bureau of Rehabilitation,
245 West Long Avenue.

Erie: Bureau of Employment,
109 West Ninth Street.

Franklin: State Workmen's Insurance Fund,
316 Franklin Trust Building.

Greensburg: State Workmen's Insurance Fund,
309 Coulter Building.

Johnstown: Bureau of Employment,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Bldg.

Kane: Bureau of Workmen's Compensation,
Kane Trust and Savings Bldg.

Lancaster: Bureau of Employment,
Y. M. C. A. Building.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Woolworth Building.

Meadville:	Bureau of Inspection, Masonic Building.
Oil City:	Bureau of Employment, Y. M. C. A. Building.
Philadelphia :	Bureau of Employment, Bureau of Rehabilitation, 1519 Arch Street. Bureau of Inspection, Bureau of Workmen's Compensation, Workmen's Compensation Board, Manhattan Building. Fourth and Walnut Streets. Bureau of Employment for Women, 1504 Locust Street. State Workmen's Insurance Fund, 1004 Commercial Trust Building.
Pittsburgh:	Bureau of Inspection, Bureau of Rehabilitation, Bureau of Workmen's Compensation, Fulton Building. Bureau of Employment, (Main Office) 416 Third Ave. Bureau of Employment for Women, 409 McCance Building, 305 Seventh Avenue. Bureau of Employment, 518 Wylie Avenue. State Workmen's Insurance Fund, 401 Park Building.
Pottsville:	Bureau of Rehabilitation, Bureau of Workmen's Compensation, 1 Ulmer Building. State Workmen's Insurance Fund, Baird Building.
Reading:	Bureau of Employment, 108 North Fifth Street.
Scranton:	Bureau of Employment, 116 Adams Avenue. Bureau of Inspection, Bureau of Workmen's Compensation, State Workmen's Insurance Fund, Union National Bank Building.
Sunbury:	State Workmen's Insurance Fund, Sunbury Trust & Safe Deposit Building.
Wilkes-Barre.	Bureau of Rehabilitation, Bureau of Workmen's Compensation, Coal Exchange Building.
Williamsport:	Bureau of Inspection, 341 Pine Street. Bureau of Workmen's Compensation, 311 First National Bank Bldg. Bureau of Employment, Y. M. C. A. Building. 343 West Fourth Street.

STATISTICAL REVIEW OF INDUSTRIAL CONDITIONS.

EMPLOYMENT.

Calls for male employees were 44 per cent. lower in January, 1925, than in January, 1924. Calls for female employees were 11 per cent. lower. The number of men applying for positions in January, 1925, was about 54 per cent. of the number that applied for positions in January, 1924, while the number of women applicants for positions surpassed the 1924 records by about 10 per cent.

Although reports from 652 firms representing 39 different industries show that employment increased slightly in January over the month of December, total weekly wages and average weekly wages show decreases. This is due principally to the taking of inventories and in a number of cases—holidays.

In only a few instances did the reports indicate that work was lessening due to a slump in orders. Reports from iron and steel blast furnaces show a small but gradual increase in activities. Steel works and rolling mills report practically the same.

The textile industries although showing but a slight increase in employment reported business in good condition and explain their decrease in total weekly wages and average weekly wages as being due to extensive inventories and holidays.

BUILDING PERMITS.

Reports from building inspectors' offices in 16 of the larger cities within the Commonwealth show for the month of January, the 1925 record to be considerable lower than that of 1924. In a number of instances the permits for alterations, repairs, etc., are far in excess of those for new buildings. A striking instance of this is the city of Reading which reports one permit for a new building with an estimated cost of \$500 and 70 permits for alterations, repairs, etc., with an estimated cost of \$65,100.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS.

Industrial fatalities reported to the Bureau of Workmen's Compensation jumped from 187 in December, 1924, to 210 for January, 1925. The increase is greatest in the mining industry; for this industry December's report shows 87 fatalities, January's report shows 101. Transportation and public utilities report 35 for December; 36 for January; and the other industries report 65 for December; 73 for the month of January. Non-fatal accidents to the number of 14,018 were reported in December while the January report shows 15,549. The total amount of compensation incurred in December was over \$1,034,000 while January's report shows that the amount incurred during that month was over \$1,279,000.

A statistical analysis of the accidents reported to the Bureau of Workmen's Compensation for the year, 1924, shows that "Handling Objects" was responsible for 43 fatal and 24,739 non-fatal accidents. "Hand tools" caused 22 fatal, 10,079 non-fatal accidents. "Falling Objects" was responsible for 82 fatal and 6,653 non-fatal accidents, and "Fall of Persons" caused 138 fatal and 12,135 non-fatal accidents. It will be noted that the mining industry and transportation and public utilities are omitted from this study. The total for all causes of accidents for the same classifications that are shown in this study was 903 fatal accidents, 103,915 non-fatal accidents.



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
EMPLOYMENT STATISTICS

ACTIVITIES OF STATE EMPLOYMENT OFFICES
JANUARY, 1925

MEN

WOMEN

	Persons applying for positions			Persons asked for by employers			Persons sent to positions			Persons receiving positions			Persons asked for by employers			Persons sent to positions			Persons receiving positions		
	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	
Agriculture	145	252	42	101	29	74	23	68	Agriculture & Food	55	11	21	5	31	4	16	3				
Building Trades	77	1,069	270	611	315	680	280	556	Clothing & Textile	392	634	123	130	172	120	100	85				
Machinery & Metals	1,201	2,117	721	1,288	829	1,400	709	1,183	Day Workers	101	43	46	20	52	10	41	9				
Clerical	315	353	55	129	62	113	47	101	Domestic Service	926	917	111	600	412	584	411	550				
Hotel & Inns	681	1,318	300	411	339	481	295	338	Hotel & Inns	301	445	102	495	244	273	206	183				
Mine & Quarry	180	430	181	475	138	372	132	342	Machine & Factory	664	625	372	369	376	242	307	210				
Transportation	229	275	72	42	76	56	56	41	Professional	154	125	105	84	113	86	57	69				
Sales	126	114	110	68	101	53	92	42	Trained	148	75	34	25	45	28	27	20				
Common Labor	2,171	6,575	1,326	3,387	1,333	3,430	1,225	3,277	Sales	229	91	46	25	54	24	34	16				
Miscellaneous	1,268	1,208	941	815	1,004	840	924	786	Miscellaneous	122	64	35	27	26	20	20	19				
Total	7,247	13,541	4,021	7,307	4,316	7,517	3,783	6,794	Total	3,102	2,830	1,595	1,786	1,525	1,391	1,249	1,194				
Retentions							17	31	Retentions							5	14				
Dec. (5 wks)	7,918		4,844		4,977		4,379		Dec. (5 wks)												
Nov. (4 wks)	7,352		4,706		4,842		4,234		Nov. (4 wks)												
Oct. (5 wks)	10,061		6,955		7,000		6,082		Oct. (5 wks)												
Jan. '23 (5 wks)		18,956		17,502		15,115		14,153	Jan. '23 (5 wks)												
Jan. '22 (4 wks)		26,547		2,836		3,058		2,565	Jan. '22 (4 wks)												

EMPLOYMENT AND WAGES IN PENNSYLVANIA

GROUP AND INDUSTRY	Number of wage earners— week ended			Total weekly wages— week ended			Average weekly earnings— week ended		
	Jan. 15, 1925	Dec. 15, 1924	Per cent change	Jan. 15, 1925	Dec. 15, 1924	Per cent change	Jan. 15, 1925	Dec. 15, 1924	Per cent change
ALL INDUSTRIES (29)	248,805	245,299	+1.5	\$6,371,902	\$6,536,463	-2.5	\$25.60	\$26.65	-3.9
METAL MANUFACTURES:									
Automobiles, bodies, and parts	140,328	136,381	+2.9	3,857,570	3,892,004	-1.1	27.49	28.60	-3.9
Car construction and repair	5,954	5,863	+1.6	160,461	165,038	-2.8	26.95	28.15	-4.3
Electrical machinery and apparatus	11,374	11,340	+0.3	317,113	327,100	-3.1	27.95	28.84	-3.3
Engines, machines, and machine tools	7,759	7,998	-3.2	180,020	196,378	-8.5	23.26	24.55	-5.3
Foundries and machine shops	6,742	6,702	+0.6	186,870	181,966	+1.0	27.72	27.90	+0.4
Heating appliances and apparatus	8,760	8,630	+1.5	243,856	249,558	-2.3	27.84	28.92	-3.7
Iron and steel blast furnaces	3,301	3,741	-11.8	91,000	107,823	-15.6	27.59	28.82	-4.3
Iron and steel forgings	14,981	13,694	+9.5	358,575	385,298	-7.0	24.93	25.21	-11.6
Steel works and rolling mills	4,849	4,593	+5.6	126,058	124,615	+1.2	26.00	26.13	-4.2
Structural iron works	48,459	46,436	+4.4	1,396,851	1,352,820	+3.3	28.83	29.13	-1.0
Miscellaneous iron and steel products	2,421	2,421	+0.0	67,724	67,989	-0.4	26.85	26.43	+1.6
Shipbuilding	22,830	21,304	+7.2	625,568	638,543	-2.0	27.40	29.97	-8.6
	3,417	3,689	-7.4	103,474	103,436	+0.2	30.28	28.69	+7.8
TEXTILE PRODUCTS:									
Carpets and rugs	45,140	44,484	+1.5	983,580	994,516	-1.1	21.35	22.47	-5.0
Clothing	2,762	2,755	+0.3	64,327	72,873	-11.5	23.56	26.45	-11.7
Hats, felt and other	2,449	2,314	+5.8	41,983	41,259	+1.7	17.14	17.84	-3.9
Cotton goods	4,256	4,323	-1.5	99,273	92,760	+7.0	23.33	21.46	+8.7
Silk goods	3,311	3,260	+1.6	84,107	83,753	+1.0	25.40	26.30	-3.4
Woolens and worsteds	14,130	13,698	+2.2	273,355	276,072	-1.2	19.35	20.20	-4.2
Knit goods and hosiery	7,310	7,215	+1.3	161,592	170,899	-5.5	22.09	23.69	-6.8
Dyeing and furnishing textiles	9,646	9,698	+0.2	296,338	226,328	+31.5	23.54	23.54	+0.0
	1,276	1,291	-1.2	32,495	32,672	-0.5	25.47	25.31	+0.6
FOODS AND TOBACCO:									
Bakeries	16,272	16,659	-2.3	517,214	553,719	-7.0	31.34	31.35	-0.0
Confectionery and ice cream	3,494	3,487	+0.2	103,758	104,012	-0.3	29.69	29.83	-0.5
Slaughtering and meat packing	5,493	5,731	-4.2	106,135	103,928	+3.4	19.33	19.18	+0.8
Cigars and tobacco	1,972	1,975	-0.2	57,839	56,232	+2.9	29.34	28.47	+3.1
	5,313	5,406	-2.8	79,462	85,517	-7.1	14.96	15.65	-4.4
BUILDING MATERIALS:									
Brick, tile, and terra cotta products	17,816	18,337	-2.8	166,405	110,986	+10.3	26.18	28.36	-7.7
Cement	2,378	2,363	+0.6	59,687	58,936	+1.3	25.10	24.94	+0.6
Glass	7,139	7,316	-2.4	180,135	205,526	-12.4	25.33	28.09	-10.2
Pottery	7,929	8,289	-4.3	220,176	246,614	-10.7	27.77	29.75	-6.7
	370	369	+0.3	6,407	8,910	-28.1	17.32	24.15	-28.3
CHEMICALS AND ALLIED PRODUCTS:									
Chemicals and drugs	7,210	7,268	-0.8	203,194	212,692	-4.5	28.18	29.26	-3.7
Paints and varnishes	871	876	-0.6	25,072	26,816	-4.3	29.47	30.61	-3.7
Petroleum refining	667	634	+5.2	23,269	18,673	+24.6	34.89	29.45	+18.5
	5,672	5,758	-1.5	154,253	167,204	-7.7	27.20	29.04	-6.3
MISCELLANEOUS INDUSTRIES:									
Lumber and planing mill products	22,129	22,170	-0.2	533,359	548,645	-2.7	24.13	24.75	-2.5
Furniture	2,419	2,593	-2.2	16,397	51,415	-9.8	18.95	20.54	-7.7
Leather tanning	2,424	2,459	-1.4	57,117	66,940	-14.6	23.58	27.22	-13.4
Leather products	5,185	5,093	+1.8	126,654	129,875	-2.5	24.43	25.50	-4.2
Boots and shoes	193	194	-0.5	4,601	4,438	+3.7	23.84	22.88	+4.2
Paper and pulp products	4,406	4,352	+1.2	81,806	78,918	+3.7	18.57	18.01	+3.1
Printing and publishing	3,468	3,462	+0.2	91,811	92,099	-0.3	26.47	26.60	-0.5
Rubber tires and goods	2,938	3,031	-3.1	92,794	98,094	-4.4	31.92	32.36	-1.4
	1,066	1,046	+1.9	31,729	26,896	+18.1	29.76	25.68	+15.9



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

BUILDING PERMITS ISSUED IN CITIES IN PENNSYLVANIA
DURING THE MONTH OF JANUARY

Cities	1925			1924		
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost
Allentown	10	10	\$185,250	42	82	\$419,500
Altoona	49	50	93,040	66	66	47,908
Bethlehem	6	76	15,000	26	*26	84,321
**Bradford				6	12	6,700
Erie	58	*58	80,345	56	56	252,467
Harrisburg	25	37	167,250	40	55	197,600
Lancaster	24	24	54,217	36	40	272,415
**McKeesport				28	28	499,580
New Castle	30	*30	107,350			
Philadelphia	614	964	6,567,765	884	1,219	8,642,525
Pittsburgh	389	*389	3,296,852	327	327	2,004,184
Reading	71	71	65,600	118	133	241,025
Scranton	62	*62	209,185	74	*74	252,215
Uniontown	31	31	224,150	14	14	83,900
Warren	11	11	48,850	2	2	5,500
Wilkes-Barre	33	*33	267,380	58	*58	208,724
**Williamsport						
York	23	23	103,100			
	18	18	127,425	72	72	116,530
Total	1,401	1,764	\$11,402,239	1,815	2,254	\$12,828,904

*Operations not given.

**Not included in totals for comparative purposes.

NEW BUILDINGS, ALTERATIONS AND REPAIRS IN CITIES IN PENNSYLVANIA
FOR THE MONTH OF JANUARY

Cities	1925			1924.		
	New Buildings		Alterations, Repairs, Etc.	New Buildings		Alterations, Repairs, Etc.
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost
Allentown	1	1	\$170,000			
Altoona	15	16	66,721	9	9	\$15,250
Bradford				34	34	26,319
Erie	27	*27	54,297			
Harrisburg	13	21	125,850	31	*31	26,078
Lancaster	11	11	51,100	12	16	43,400
McKeesport				13	13	3,117
New Castle	25	*25	101,125			
Philadelphia	279	629	6,156,945	5	*5	6,225
Pittsburgh	291	*291	3,126,649	335	335	410,810
Reading	1	1	500	98	*98	170,703
**Uniontown				70	70	65,100
Warren	31	31	224,150			
Wilkes-Barre	4	4	14,500			
Williamsport	13	*13	187,335	7	7	34,350
York	13	13	28,250	*20	*20	80,045
	4	4	120,200	10	10	64,850
				14	14	7,225

Cities	1925			1924.		
	New Buildings		Alterations, Repairs, Etc.	New Buildings		Alterations, Repairs, Etc.
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost
Allentown				26	66	\$ 397,550
Altoona				13	13	29,907
Bradford				3	6	4,750
Erie				35	*35	105,500
Harrisburg				30	40	175,550
Lancaster				19	23	248,945
McKeesport				19	19	482,550
New Castle						
Philadelphia				104	761	8,227,050
Pittsburgh				239	239	1,746,601
Reading				27	12	117,700
**Uniontown				14	14	83,900
Warren				2	2	5,500
Wilkes-Barre				28	28	149,106
Williamsport						
York				40	40	81,350

*Operations not given.

**No permits required for alterations or repairs unless outside walls or roof is changed.



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED

AGREEMENTS APPROVED

1925		Fatal	Permanent Disability	Temporary Disability	Total	1925		Fatal	Permanent Disability	Temporary Disability	Total
January		210	152	15,187	15,549	January		283	267	6,559	7,140
February						February					
March						March					
April						April					
May						May					
June						June					
1924						1924					
July	185		139	14,778	15,102	July		135	271	5,399	5,755
August	187		112	14,549	14,818	August		118	243	5,498	5,859
September	167		136	14,064	14,397	September		207	215	5,435	5,857
October	180		118	15,721	16,019	October		160	291	5,980	6,431
November	184		106	13,283	13,889	November		109	239	6,546	6,894
December	187		132	13,886	14,205	December		155	285	6,039	6,479
*Grand Total	22,887		6,182	1,646,769	1,675,838	*Grand Total		18,247	13,818	587,085	619,751

COMPENSATION AWARDED AND PAID

1925		Fatal Comp. Awarded	Fatal Comp. Paid	Disability Comp. Paid	Total Comp. Paid	1925		Fatal	Disability Comp. Paid	Total Comp. Paid
January						January				
February						February				
March						March				
April						April				
May						May				
June						June				
1924						1924				
July						July				
August						August				
September						September				
October						October				
November						November				
December						December				
*Grand Total		\$49,618,748	\$18,708,651	\$42,357,644	\$61,066,205	*Grand Total				

**PERMANENT INJURIES

1925		Loss of Legs	Loss of Arms	Loss of Hands	Loss of Feet	Loss of Eyes	1925		Loss of Legs	Loss of Arms	Loss of Hands	Loss of Feet	Loss of Eyes
No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
January		9	\$16,873	6		18	\$36,217	11	\$19,282	52			\$78,295
February													
March													
April													
May													
June													
1924						1924							
July		7	\$17,548	3		17	\$7,740	11	\$19,152	42			\$64,426
August		7	17,443	6		21	14,001	8	14,068	49			71,729
September		10	25,640	4		11	9,890	10	17,780	42			65,969
October		11	26,639	4		11	10,030	12	20,457	47			72,000
November		7	17,750	6		17	15,480	11	20,900	61			92,051
December		11	23,344	11		25	27,500	13	24,400	59			90,580
*Grand Total		984	\$1,888,054	681	\$1,455,511	2,227	\$3,938,335	1,213	\$1,924,744	5,399			\$7,288,806

PERMANENT INJURIES (Continued)

1925		Loss of Fingers	Loss of Phalanges	Miscellaneous	Total	1925		Loss of Fingers	Loss of Phalanges	Miscellaneous	Total
No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
January		105	\$33,541	99		4	\$19,332				
February											
March											
April											
May											
June											
1924						1924					
July		95	\$35,154	97		2	\$4,118				
August		92	31,189	84		8	13,356				
September		114	40,085	72		3	13,215				
October		116	41,254	132		5	22,025				
November		109	36,189	74		2	5,600				
December		104	38,231	105		3	9,922				
*Grand Total		2,355	\$808,293	1,967	\$809,228	270	\$947,887		\$18,620,918		\$13,375,704

*Since the inception of the act.—Jan. 1, 1916.

**Multiple losses separated respectively.



COMMONWEALTH OF PENNSYLVANIA
Department of Labor and Industry
BUREAU OF WORKMEN'S COMPENSATION

INDUSTRIAL ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING THE YEAR 1924 DUE TO HANDLING OBJECTS AND HAND TOOLS.

CAUSE	Building and Contracting		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing Manufacture		Food and Kindred Products		Leather, Rubber and Composition Goods		Liquors and Beverages		Lumber and its Manufacture		Paper and Printing Industries		Textiles	Laundries	Metals and Metal Products		Quarries and Mines other than coal		Tobacco and its products		Miscellaneous Industries		Hotels and Restaurants		Mercantile establishments		Jobbers and warehouses		Total			
	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.			F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.				
Handling Objects.—Total, -----	8	3,632	1	633	6	1,860	---	328	1	1,062	1	341	1	94	---	905	---	492	---	462	---	36	11	11,776	1	476	1	56	5	689	---	295	6	1,202	1	391	43	24,730
Lifting or Carrying, -----	3	1,796	---	260	4	789	---	85	---	474	1	152	1	49	---	331	---	258	---	210	---	12	4	5,521	1	215	---	27	3	300	---	98	6	589	---	183	23	11,349
Loading or Unloading, -----	1	440	---	92	---	251	---	10	---	87	---	27	---	10	---	162	---	70	---	21	---	3	2	1,247	---	144	---	4	---	88	---	3	---	149	---	71	3	2,879
Piling or Unpiling, -----	---	41	---	14	---	28	---	4	---	21	---	3	---	2	---	26	---	10	---	4	---	---	---	261	---	1	---	---	---	9	---	---	---	14	---	20	---	458
Pushing, -----	1	60	---	17	---	32	---	10	---	52	---	8	---	---	---	21	---	14	---	28	---	1	1	243	---	3	---	3	---	19	---	5	---	23	---	10	2	549
Packing, -----	---	7	---	4	---	29	---	4	---	15	---	3	---	1	---	2	---	2	---	5	---	1	---	40	---	1	---	1	---	3	---	1	---	19	---	8	---	146
Moving, Installing or Repairing Machinery	1	93	---	22	1	53	---	7	---	29	---	5	---	3	---	12	---	16	---	28	---	3	1	371	---	6	---	2	---	21	---	1	---	18	---	7	3	697
Assembling Machinery, -----	---	6	---	2	---	2	---	---	---	1	---	1	---	---	---	2	---	---	---	---	---	---	---	37	---	---	---	---	---	---	---	---	---	---	1	---	52	
Janitor Work, -----	---	6	---	2	---	4	---	1	---	1	---	---	---	---	---	2	---	---	---	3	---	---	---	26	---	1	---	1	---	10	---	3	---	6	---	---	---	66
Working on Objects, -----	2	1,113	1	208	1	656	---	204	1	368	---	139	---	29	---	327	---	114	---	151	---	16	3	3,655	---	101	---	17	2	232	---	180	---	373	1	89	11	7,972
Hand Charging or Withdrawn From Furnace, -----	---	---	---	9	---	6	---	1	---	1	---	---	---	---	---	3	---	1	---	---	---	---	---	171	---	---	---	---	---	1	---	---	---	1	---	---	---	194
Objects Dropped by Co-Worker, Handling Same, -----	---	70	---	3	---	19	---	2	---	13	---	3	---	---	---	17	---	7	---	12	---	---	---	204	---	4	1	1	---	6	---	4	---	10	---	2	1	377
Hand Tools—Total, -----	2	1,733	---	242	---	407	---	69	---	505	2	130	---	15	3	574	---	131	2	143	---	2	11	4,945	1	306	---	13	---	236	---	121	1	436	---	71	22	10,079
Tool Slipping or Glancing, -----	1	820	---	126	---	158	---	40	---	355	2	83	---	5	---	380	---	71	1	94	---	1	5	2,419	1	106	---	8	---	126	---	105	1	334	---	50	11	5,281
Tool Catching on Obstacle, -----	---	31	---	10	---	9	---	---	---	9	---	1	---	2	---	43	---	5	---	---	---	---	2	66	---	2	---	---	---	5	---	1	---	3	---	---	2	187
Infection From Continual Handling, -----	---	55	---	5	---	13	---	5	---	11	---	4	---	1	---	6	---	6	---	6	---	---	---	110	---	8	---	1	---	12	---	---	---	7	---	1	---	251
Flying Nails—From Tools, -----	---	38	---	1	---	3	---	---	---	3	---	1	---	---	---	6	---	4	---	1	---	---	---	37	---	5	---	---	---	3	---	---	---	7	---	3	---	112
Flying Objects—(Spalls), -----	---	248	---	35	---	94	---	5	---	24	---	6	---	3	---	28	---	13	---	7	---	---	1	703	---	121	---	---	---	15	---	1	---	15	---	4	1	1,322
Work Flying, -----	---	36	---	4	---	9	---	---	---	3	---	2	---	---	---	9	---	2	---	---	---	---	1	124	---	8	---	---	---	5	---	---	---	3	---	2	1	207
Tool Breaking, -----	---	46	---	5	---	3	---	1	---	8	---	3	---	2	---	7	---	2	---	1	---	---	---	158	---	5	---	---	---	9	---	2	---	5	---	---	---	257
Misjudging Location of Work, -----	---	139	---	16	---	30	---	4	---	23	---	7	---	---	---	40	---	5	1	5	---	---	---	315	---	14	---	1	---	18	---	2	---	11	---	3	1	633
Fall of Person—From Breaking or Slipping, -----	---	35	---	9	---	15	---	1	---	9	---	3	---	---	2	13	---	8	---	1	---	---	2	226	---	13	---	1	---	3	---	---	---	9	---	1	4	347
Fall of Person Carrying Tool, -----	---	10	---	2	---	1	---	---	---	1	---	---	---	1	---	2	---	---	---	---	---	---	---	14	---	1	---	---	---	3	---	---	---	1	---	---	---	36
Tool Used by Co-Worker, -----	1	166	---	15	---	42	---	---	---	31	---	7	---	---	---	12	---	5	---	9	---	1	---	420	---	15	---	1	---	19	---	6	---	20	---	3	1	772
Not Otherwise Classified, -----	---	109	---	14	---	30	---	13	---	28	---	13	---	1	1	28	---	10	---	19	---	---	---	353	---	8	---	1	---	18	---	4	---	21	---	4	1	674

Note: *F. Fatal. N. F. Non-Fatal.



COMMONWEALTH OF PENNSYLVANIA

Department of Labor and Industry

BUREAU OF WORKMEN'S COMPENSATION

INDUSTRIAL ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING THE YEAR 1924 DUE TO FALLING OBJECTS AND FALL OF PERSONS.

CAUSE	Building and Contracting		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing Manufacture		Food and Kindred Products		Leather, Rubber and Composition Goods		Liquors and Beverages		Lumber and its Remanufacture		Paper and Printing Industries		Textiles		Laundries		Metals and Metal Products		Quarries and Mines other than Coal		Tobacco and its Products		Miscellaneous Industries		Hotels and Restaurants		Mercantile Establishments		Jobbers and Warehouses		Total		
	*	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.		
Falling Objects.—Total		33	1,640	2	135	5	400	---	27	---	185	---	59	---	13	6	271	---	118	1	87	---	8	30	3,107	1	113	---	9	2	173	---	25	1	218	1	65	82	6,653
Collapses—Fall of Ladder,		9	154	1	2	---	10	---	2	---	9	---	2	---	---	---	5	---	2	1	9	---	---	3	40	---	3	---	1	---	19	---	2	---	12	---	1	14	282
Elevations (Buildings, Windows, etc.), ..		8	626	---	38	1	88	---	9	---	31	---	7	---	4	---	31	---	18	---	22	---	6	8	499	---	13	---	2	---	46	---	8	---	46	---	12	17	1,506
Runways, Platforms and Work Benches ..		---	88	---	15	---	49	---	6	---	23	---	17	---	2	---	30	---	18	---	15	---	1	2	718	---	9	---	---	---	15	---	1	---	35	---	12	2	1,054
Chutes, Bins, Piles,		---	153	---	23	2	117	---	3	---	54	---	9	---	3	---	65	---	37	---	11	---	---	11	638	---	37	---	3	---	18	---	2	1	43	1	22	15	1,238
Dropped by Others,		---	181	---	15	1	49	---	4	---	16	---	4	---	2	---	18	---	11	---	13	---	1	---	121	---	6	---	---	1	21	---	4	---	28	---	7	2	801
Objects Tipping Over,		3	153	---	23	---	13	---	2	---	35	---	11	---	2	---	34	---	26	---	12	---	---	3	632	---	15	---	3	---	32	---	6	---	43	---	6	6	1,078
Trees and Poles,		---	20	1	6	---	1	---	---	---	1	---	---	---	6	81	---	---	---	---	---	---	---	6	---	---	---	---	---	5	---	1	---	1	---	1	7	129	
Cave-ins and Slides,		13	208	---	5	1	23	---	---	---	4	---	---	---	---	---	---	1	---	---	---	---	2	14	1	22	---	---	1	13	---	---	---	---	1	18	291		
Not Otherwise Classified,		---	57	---	8	---	20	---	1	---	12	---	9	---	---	---	7	---	5	---	5	---	---	1	130	---	8	---	---	---	4	---	1	---	10	---	3	1	280
Fall of Persons.—Total,		56	3,115	9	380	6	620	---	189	2	551	2	167	5	44	2	346	4	399	4	399	---	35	27	3,706	4	193	1	36	7	761	2	243	7	855	---	196	138	12,135
From Scaffolds—Ladders,		21	1,218	2	74	---	96	---	21	---	72	1	25	2	9	---	58	1	48	---	72	---	2	6	501	---	12	---	7	4	144	---	24	1	135	---	39	38	2,557
From Buildings,		21	444	1	10	3	21	---	2	2	4	1	2	---	---	---	9	---	4	---	5	---	---	6	97	2	7	---	1	---	27	---	2	---	29	---	4	36	668
From Runways, Floors and Stairs,		1	274	1	49	---	62	---	79	---	102	---	21	2	8	1	12	---	57	1	76	---	6	2	281	---	13	---	8	3	171	1	80	4	202	---	28	16	1,539
From Elevations,		5	209	1	45	1	57	---	19	---	44	---	12	---	6	---	61	1	27	---	35	---	3	6	360	2	21	1	1	---	64	---	9	---	64	---	15	17	1,045
Into Vats or Floor Openings,		2	85	3	15	---	28	---	---	---	15	---	12	---	---	1	6	2	11	---	4	---	---	1	175	---	6	---	1	---	15	---	5	---	15	---	6	9	399
Into Excavations,		---	82	---	7	---	11	---	---	---	5	---	---	---	---	---	3	---	---	---	4	---	---	---	50	---	1	---	---	---	10	---	2	---	8	---	1	---	184
Into Quarries and Pits,		1	16	---	2	1	7	---	---	---	3	---	2	---	---	---	---	---	---	---	---	---	3	128	---	17	---	---	---	3	---	1	---	2	---	---	---	5	181
On Level,		5	787	1	178	1	338	---	95	---	306	---	93	1	21	---	167	---	152	2	203	---	21	2	2,114	---	116	---	18	---	327	1	120	2	400	---	103	17	5,562

Note: *F = Fatal. N. F. = Non-Fatal.



**COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY**

RICHARD H. LANSBURGH, Secretary

MARCH

LABOR AND INDUSTRY

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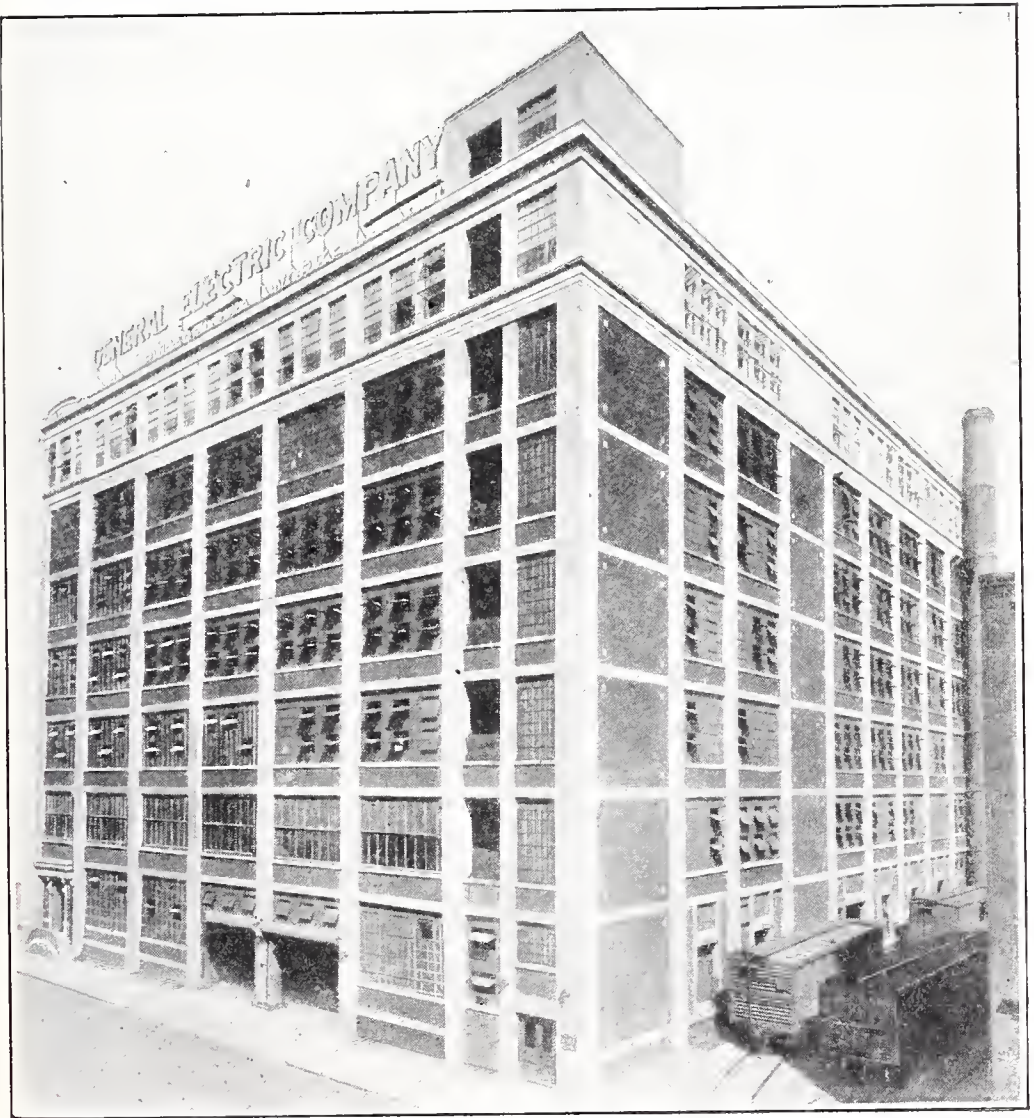
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SAFETY MEASURES IN THE SEVENTH AND WILLOW STREETS PLANT OF THE GENERAL ELECTRIC COMPANY.

By C. P. Bloomer,
Superintendent, Philadelphia Works.

The history of safety work in the General Electric Company's factory at 429 North Seventh Street, Philadelphia, antedates the time when the factory was actually put into operation in that a definite policy was pre-determined with the plans for the manufacture to be there carried on.



The factory started operations about August, 1917, for the manufacture of knife switches, circuit breakers, and miscellaneous switchboard devices and appliances as a feeder to the main switchboard department of the Company, located in the home plant at Schenectady, New York.

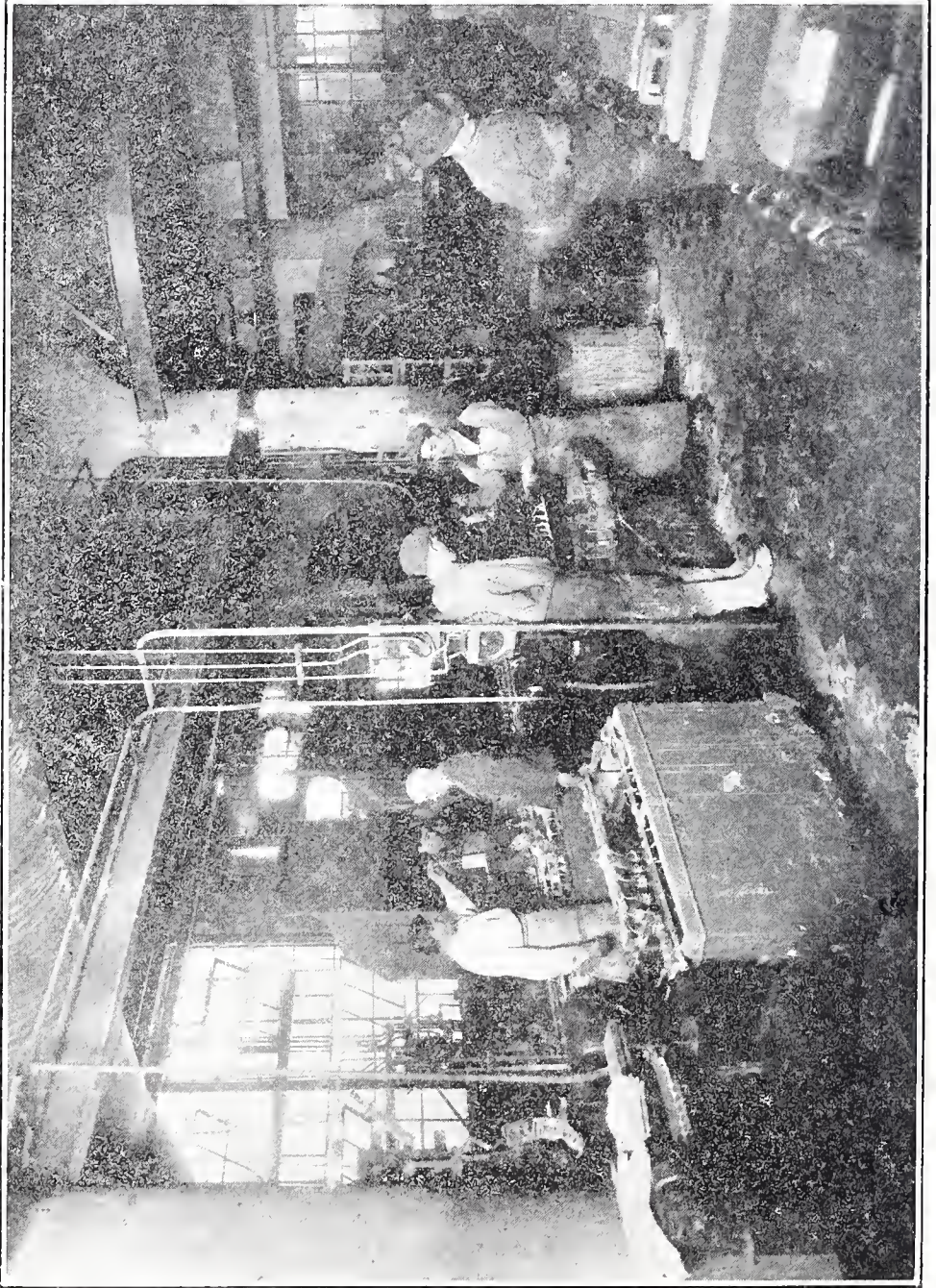
There being a shortage of efficient male labor for the vital industries at the time, it was determined, as far as possible, to operate with females. A force of women, almost invariably without mechanical experience of any sort, were trained for the various assembly processes, and for the operation of all classes of machine tools, including drilling machines, turret lathes, automatic screw machines, punch presses in many sizes and capacities from small bench machines up to stamping presses having a capacity of two hundred tons, polishing and grinding wheels, winding machines, etc. Obviously, the hazard to be encountered if the choice of clothing were left to the individual, or if rigid discipline were not maintained, would be tremendous. At the very beginning, therefore, several types of uniforms were secured and submitted to the first group of women employed for their selection and approval of a type to be adopted. The group was unanimous in choosing the so called bloomer outfit in a serviceable blue material consisting of a trim waist or jacket with knickerbockers. A cap of the same material was furnished, and its use at all times within the factory proper was made mandatory. The cloth cap was later modified to allow a choice between it and a serviceable mesh affair. It may be said in passing that there has never been the slightest difficulty in enforcing the rules regarding wearing of uniforms and these caps. It was accepted as a condition of employment from the beginning and undoubtedly has many advantages aside from the safety features in that competition in dress is scarcely possible.

The employment of a great number of female operators necessitated special arrangement in the way of rest rooms, of which two were supplied, one for office women, and one in a central location in the factory for female factory employes. A trained nurse is in attendance during factory hours, with a physician in attendance part of each day.

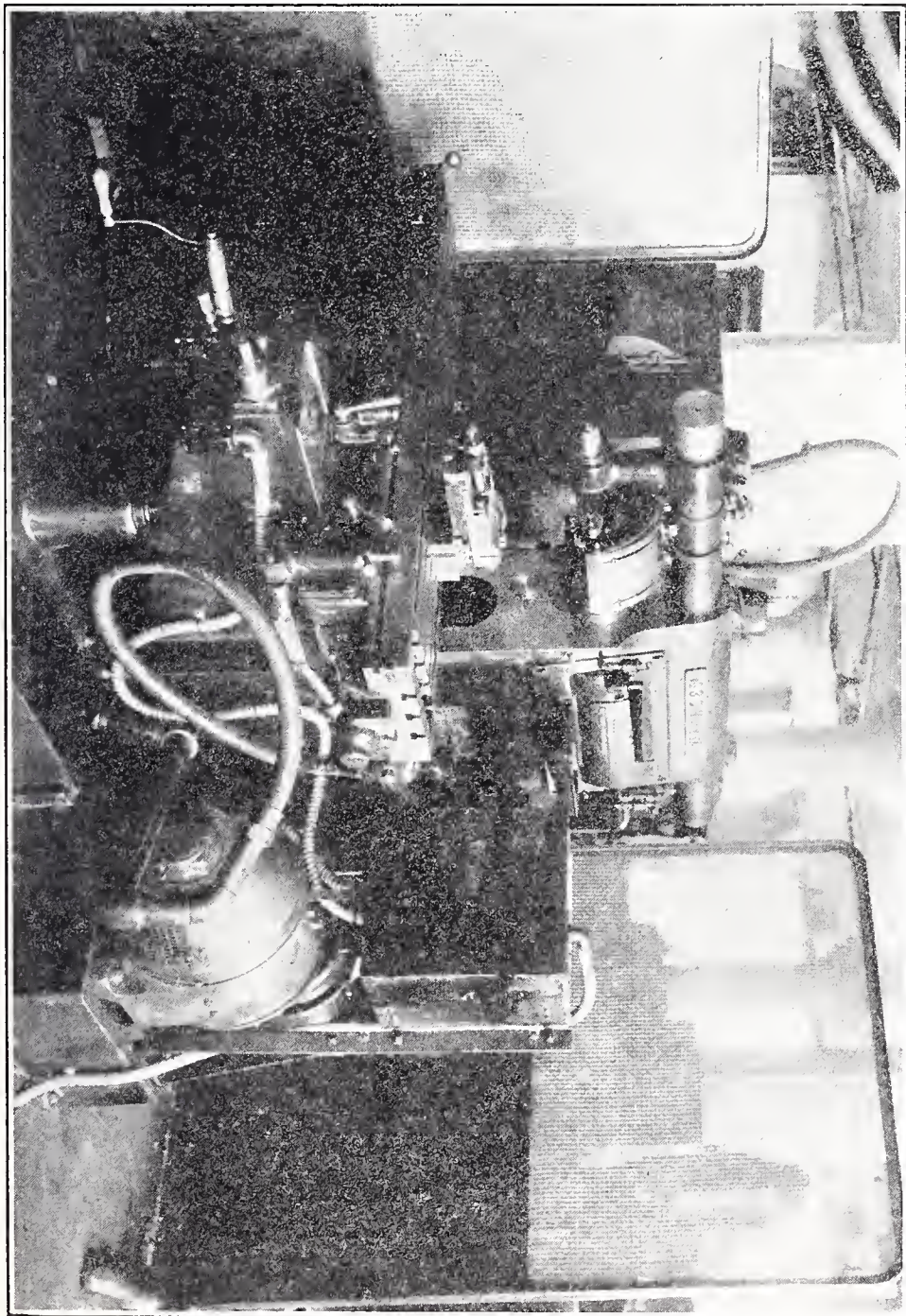
All new employes submit to a complete medical examination, which is repeated periodically in the case of employes whose occupations expose them, in any degree, to fumes, grinding dust, and the like; although both the plating and polishing departments being located on the upper floor of a modern factory building and thoroughly exhausted, are models of their kind.

The uniform question being decided upon, the problem of thoroughly guarding hazardous points in the operation of machinery in the factory generally, together with the education of the female employes and their male supervisors was attacked in earnest. It is axiomatic that mechanical guards can prevent accidental injury only, they cannot be expected to protect against ignorance, excess of curiosity, or downright foolhardiness. This is as true of factories employing highly skilled male labor, as of the factory in question at the time.





All belts, gears, and moving parts generally are covered or screened to protect against accidental contact, as are all electrical connections and lines throughout the buildings. Every machine tool or machine used in this seven-story factory is driven by its individual motor, with full control centered in a pair or group of push buttons, located in a standard location at the front of each machine. There is no exposed wiring whatever, the service throughout the building being in metallic armor, with switches and connections everywhere enclosed in approved boxes. As an example of thorough guarding, it may be noted that all milling cutters used on production work within the factory, are shrouded practically to the point of actual contact with the work.



In spite of the fact that our line is very much varied and does not approach continuous specialized production, our experience has been that the use of these guards does not, in any way, impair efficiency; nor have we yet found an operation where such guards cannot be adapted and used if the will to do so is present.

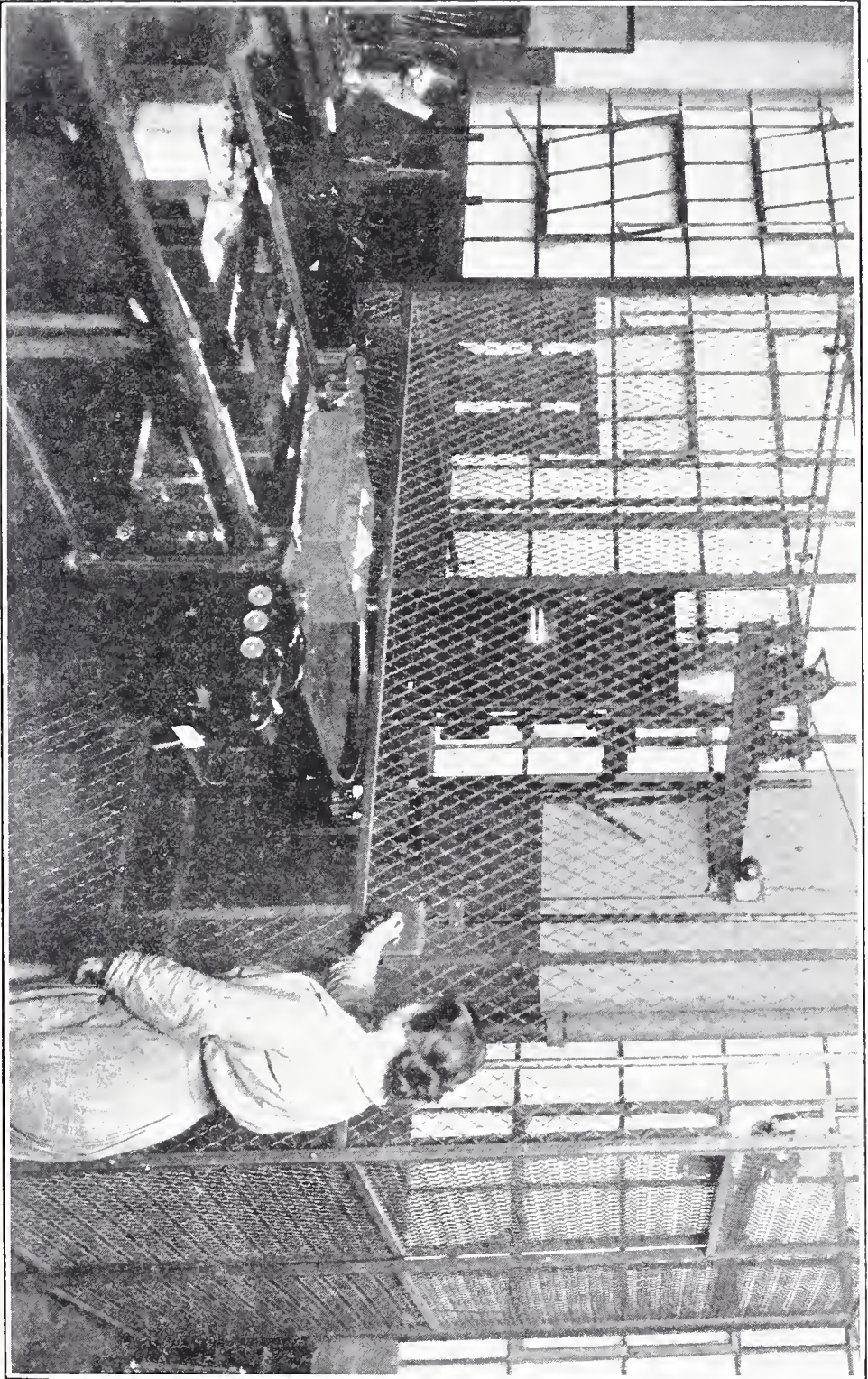
Punch press operations are safeguarded in many ways since it is practically impossible for any single type of guard to cover the variety of processes handled in dies. Operations such as stamping blanks or making small parts complete from strip or ribbon stock, can be, and are effectively guarded by a screen between the operator and the die, which extends around the sides of the die a sufficient distance to protect the operators fingers.

On second operation work, and the like, the tripping pedal of the machine is interlocked with levers on each side of the machine, which must be depressed simultaneously by hand before the pedal can be operated. This insures safety to the operator's hands. Consistent education and careful supervision are necessary with these and all other guards to prevent their being put out of commission by a careless or thoughtless operator. Where neither of these types can be used to advantage, either pliers are furnished, and their use insisted upon, or the dies are arranged so that they may be swung clear of the press ram for loading and unloading.

The nature of the product manufactured necessitates rather elaborate electrical testing, with pressure running up to twenty-five thousand volts. Some of this testing in the moderate voltages is carried on at the point of manufacture, as a step in the process. In such cases, as well as in our regular testing areas, carefully planned precautions to safeguard operators from live circuits and the work under test are in use. Always the doors to testing enclosures are interlocked in one or more places with the control circuit, so that they must be closed before voltages can be applied. Circuits can be closed only from outside such enclosures. All of the iron work of these enclosures is grounded to at least two sources and more if possible, to prevent possible interruption of the ground circuit.

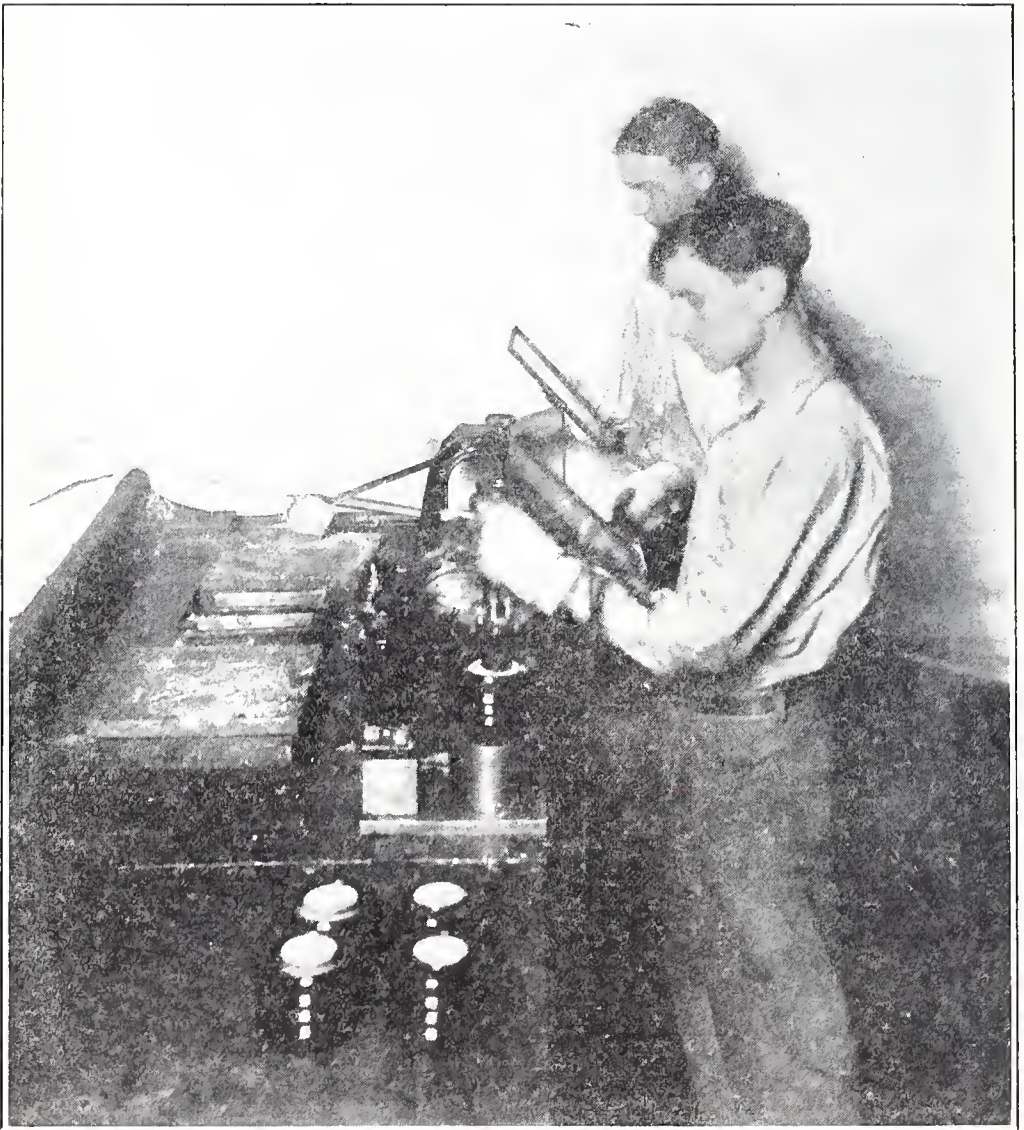
The whole testing room force together with the active members of the fire department, and the electricians on the maintenance force are drilled in methods of resuscitation from electric shock. The foreman of each of the nine departments of the factory, together with the general foreman, make up a safety committee. The members make periodical inspections of each others departments, reporting to the superintendent their recommendations as to hazards requiring protection.

There is a regular fire department made up of a fireman and alternate fireman on each floor of the building, which holds monthly apparatus drills. These men are also encouraged to report at any time to their department foreman and the superintendent, conditions which they believe to be hazardous. The general foreman of the plant is a member of the general safety committee of the Company.



This factory has been in operation more than seven years, averaging probably around 700 employees. About the close of 1921 labor conditions had changed, together with the nature of the product, so that the proportion of women employed began to decline. At present women are well in the minority, although no let-down in the safety standards set up has been permitted. The class of workers employed at present compares with any factories doing a variety of mechanical work; an indication that intelligent safety work is practical anywhere with any type of working force.

There have been no fatal accidents, and only three where complete or partial loss of a member was involved; one of these being the loss of an eye by a packer. This accident was almost unique, in that the nail which the man himself was driving, flew under the blow of his hammer and pierced his eye.



Effective safety work is much more a matter of education, discipline, and intelligent supervision than it is of mechanical guards. If employes consistently neglect the use of safety appliances, it is wise to investigate the matter very carefully. In many cases it will be found that the safety devices provided are defective or incomplete in themselves, in that their use entails physical discomfort or a lessening of earning power. One way in which such a condition was overcome in this plant is shown in the last photograph, where glass screens were substituted for individual goggles, worn by operators handling molten white metal corresponding to babbitting operation.

PROPOSED CODE ON WALKWAY SURFACES.

The American Engineering Standards Committee has requested the American Institute of Architects and the American Society of Safety Engineers to act as sponsors for a Safety Code for Walkway Surfaces. These sponsors have organized a Manufacturers' Sub-Committee for the National Safe Walkway Surfaces Code, of which the Chairman is H. Weaver Mowery, 50 Church Street, New York City.

Mr. Mowery found, upon attempting the formulation of the Code, that there were certain pertinent facts not clearly known to the Committee without which an intelligent approach to the subject was impossible. Accordingly, the manufacturing members of the Committee undertook to finance an extended series of tests to be conducted at the United States Bureau of Standards, Washington, D. C. These tests are now in progress. To supplement these laboratory findings, there is need of information as to practical experience.

Mr. Mowery, therefore, requests all persons with experience on this subject to write to him in the following particulars. The Department of Labor and Industry is cooperating in the formulation of this Code and would appreciate any assistance that could be given Mr. Mowery in this regard.

Questionnaire on Walkway Surfaces

1. Have you knowledge of accidents apparently due to absence of anti-slip characteristics in Walkways and causing
 - (a) Deaths?
 - (b) Fractures, or other serious injuries?
2. What was the nature of the surface
 - (a) Material?
 - (b) Condition?
3. What was the location of the surface
 - (a) Exterior?
 - (b) Interior?
4. What was the use to which the surface was put? Such as:—Stairs floors and landings, elevator floors and landings, ramps, cover plates, etc., corridor floors and entrance lobbies, door thresholds, floor, etc., around electrical apparatus and power driven machinery.
5. For what purpose were the buildings and premises used? Such as:—Industrial, apartment, office buildings, hospitals, hotels and restaurants, railway cars, steps, stations and platforms, schools, theatres, ships.
6. What sorts of anti-slip materials have you used?
7. In what locations?
8. With what results?

9. Could you furnish samples of walkway material which have been subjected to wear for some time? These samples are for the test at the Bureau of Standards, Washington, D. C. They should be 24" long and if less than 12" wide, or 12" x 12" and should be accompanied by as complete a history as possible.
10. Suggestions based upon your experience which may assist the Committee in formulating a Walkway Code will be appreciated.

Please send your reply to:—

H. W. Mowery,
50 Church Street,
New York, N. Y.

WORKMEN'S COMPENSATION BOARD DECISIONS.

Jurezik v. Vesta Coal Company

Remarriage of widow prior to final adjudication of claim—

Held that the provision of the law that the right to compensation shall cease upon the remarriage of a dependent relates to the right to receive compensation accruing subsequent to the date of remarriage but in no way affects the right to compensation accrued prior to remarriage.

Opinion by Walnut, Chairman.

The claim in the present case is made by an alien non-resident widow. Her husband was killed March 8, 1916, while in the employ of the defendant company. At the time of his death, his widow was a native of the Empire of Austria Hungary, against which the United States subsequently declared war. As in many of these cases great delay in the proceedings leading up to the making of an award was occasioned by the World War. The final award of the referee is dated October 23, 1924. It is clear from the testimony that the claimant was the widow of the deceased employe and that she was dependent upon him for support at the time of his death. She remarried in 1923 after the termination of the three hundred weeks period following the date of the employe's death,

The appeal by the defendant raises one question only, namely, that under Section 307-9 of the Workmen's Compensation Act of June 2, 1915, P. L. 736, the right of the widow to compensation ceases with her remarriage, and, therefore, the making of the award after remarriage was error.

As we have already determined in several cases; (see *Dreibelbis v. Harris Manufacturing Company*, 10 Department Reports, 1037, *Gidos v. Fayette Coal Company*, decided January 14, 1925, and *Smith v. Mitchell Lumber Company*, of the same date) the word "Cease" as used in the Act, related to the right to receive payments of compensation accruing subsequent to the date of the remarriage, but in no way affects the right of the claimant to compensation accrued prior to the remarriage.

In the present case the entire compensation was payable and accrued prior to the date of the remarriage and was, therefore, properly awarded.

The findings of fact, conclusion of law of the referee and his award are, therefore, affirmed and the appeal dismissed.

Carey v. Frederick Wielandt & Co.

Employee, while on his way to doctor's office for treatment to his arm which had been broken while in the course of his employment and for which injury he was receiving compensation, slipped on pavement and aggravated the original injury to such extent that his arm is now useless.

Held, entitled to compensation for continuance of disability due to the second accident.

Opinion by Houck, Commissioner.

The facts in this case are not in dispute, and they are set out correctly in the Referee's findings. The claimant was injured February 6, 1924; he suffered a comminuted fracture of the right humerus. He underwent treatment and while on his way to the doctor's office on April 1, 1924 (his arm then having improved but still requiring treatment), he slipped on the pavement and aggravated the original injury. As a result of this occurrence, his arm is now useless. The defendant, however, contends that it is not liable for this result and filed a petition to terminate the agreement. The referee dismissed this petition.

It is apparent from the testimony that the claimant met with an injury which has rendered his arm useless. Had it not been for the injury, he would now, in all probability, be normal. That this injury was aggravated by slipping on the pavement while on the way to the doctor's office for treatment cannot relieve the employer of liability. Had there been no injury to the arm in the first place, there would have been no condition there to be aggravated by the slipping on the pavement. In other words, there is a direct chain of cause and effect between the accident and the claimant's present condition; and he is entitled to compensation in accordance with the terms of the compensation agreement.

The findings of fact, conclusions of law, and order of the referee are affirmed, and the appeal is dismissed..

Cashdollar v. M. C. Ryan.

Evidence,—admissibility of testimony of deceased employe taken at hearing of his claim petition and offered by the widow in support of her claim for compensation for the death of the employe.

Opinion by Walnut, Chairman.

The claimant's husband, James M. Cashdollar, was employed by the defendant on December 19, 1922, at which time he met with an injury, which in accordance with the testimony, ultimately resulted in his death. There was evidence before the referee to support both the fact of the injury and its ultimate result, and we are satisfied that his conclusions were correct.

The defendant has raised but one material question and that relates to the competency of the testimony upon which the conclusion rested. A claim petition was originally filed by James M. Cashdollar, pursuant to which a hearing was had before the referee and on March 13, 1924, his testimony was taken at his home, he being confined to his bed. Both parties were represented at the time of the taking of this testimony; subsequently on April 2, 1924, James Cashdollar died and on April 11, 1924, his widow filed the petition under which the case is now presented. It was agreed by the parties that the testimony, taken under James Cashdollar's petition, should be admitted as of the same value and effect as if taken in the case of Mary A. Cashdollar with the exception of the deceased's own testimony. The material part of his testimony relates to the occurrence of the accident upon which the claim is based. The referee, however, granted the petition of the claimant and admitted James M. Cashdollar's testimony "taken before his death on hearing of his own claim petition."

If his testimony be admissible, there is no need to consider the question as to whether the other testimony relative to the accident is sufficient to establish that fact. The defendant in its brief has quoted the Act of May 23, 1887, P. L. 158, which reads as follows:—

“Whenever any person has been examined as a witness in any civil proceeding before any tribunal of the Commonwealth or conducted by virtue of its order or direction, if such witness afterwards die, * * * and if the party against whom notes of the testimony of such witness are offered, had actual or constructive notice of the examination and an opportunity to be present and examine or cross-examine, properly proved notes of the examination of such witness shall be competent evidence in any civil issue which may exist at the time of his examination, or which may be afterwards formed between the same parties and involving the same subject-matter as that upon which such witness was so examined, * * *”

Based upon this section of the statute, it is contended that the present case is governed by the decisions in *Ferra v. West Jersey Ferry Company*, 143 Pa., 1, and *Walker v. City of Philadelphia*, 195 Pa., 168.

In discussing these cases the Court has interpreted the provisions of the Act as providing that “Identity of subject-matter in whole or in part, and identity of parties in interest must unite to render a deposition in one case admissible in another.” It is also stated in slightly different language that in order to permit the introduction of depositions, taken in one case as evidence in a second case, it should be established that the second case “involves the same subject-matter and is between the same parties or their privies.”

Considering first the question of identity of subject-matter; under the Compensation Act, the right to compensation arises out of a contract between the employer and the employe. This contract also binds the employe’s dependents. They are made parties to it. In the case of injury to the an employe, he is entitled to compensation during his lifetime and it is provided by Section 306 (f) of Article III that, “Should the employe die as a result of the injury, the period during which compensation shall be payable to his dependents, under section three hundred and seven of this article (III), shall be reduced by the period during which compensation was paid him in his lifetime, under this section of the article.”

The proceeding by James M. Cashdollar during his lifetime, looking to the establishment of his own rights to compensation under his contract of hire, was instituted, therefore, both on his own behalf and on behalf of his dependent wife, who would succeed to the compensation in the event of his death from the injury “within 300 weeks after the accident” (Section 301 Article III), in case he was able to establish the relationship between the accident alleged to have occurred in the course of his employment and his disability.

It seems clear to us, therefore, that there was unquestionably an identity of subject-matter in the two proceedings.

The second question is that of identity of the parties. As the Court suggested in its interpretation of the Act, the requirements that the action shall be between the "same parties" does not necessarily mean the same names. It means the "identity of parties in interest," or the same parties or their privies." It seems clear from what we have already stated that, although the procedure followed under the Compensation Act resulted in the filing of the claim in the name of the employe husband alone, his dependent wife is a very real party in interest, for the Act provides for a species of survivorship in the claim. It is our opinion that upon his death, she follows on with the proceedings as the survivor and the parties remain the same in the contemplation of the statute of 1887 above recited.

To hold otherwise would give rise to an unfortunate situation for under the practice followed, it would appear at least questionable whether Mary A. Cashdollar would be able to take depositions for the purpose of protecting her rights until after the death of her husband, although it might be perfectly possible, as in the present case, that his testimony was essential to the establishment of her claim. She would, therefore, by reason of the very fact that her interest in the matter is not independent of his, be deprived of the rights of an ordinary claimant or plaintiff to protect her interest.

We are satisfied that the referee was correct in admitting the testimony of James A. Cashdollar as part of the record in the case of Mary A. Cashdollar and with this testimony, there is no question as to the competency of the evidence upon which his award is based.

The referee's findings of fact, conclusions of law, and his award are, therefore, affirmed and the appeal dismissed.

Bowser v. J. E. Hagey Estate.

Course of employment—

Deceased employe lived on the premises of the defendant estate; his duties for some months prior to his death were attending to the horse used in delivering merchandise from the store of the defendant estate, going for mail for Mrs. Hagey and himself. He fell on ice on the premises of the defendant while on his way from the stable to the Hagey Estate store and received injuries from the result of which he died.

Held, entitled to compensation since he was on the premises of the employer and for the further reason that his employment was not casual and he was injured in the course of his employment.

Opinion by Morrison, Commissioner.

Lewis L. Bowser, husband of the claimant, worked for J. E. Hagey for 28 or 30 years at various employments, such as hauling coal, hauling lumber, working in the woods and working in the garden. Following the death of Mr. Hagey some years ago, Bowser worked about the Hagey home, in the garden, yard, helped to clean house, going for the mail, taking care of the horse used in delivering merchandise from the Hagey Store.

Decedent lived on the premises of the Hagey estate and his duties for some months prior to his accidental death, January 4, 1924, were attending to the delivery horse and going for the mail for Mrs. Hagey and himself.

The referee found the facts as above, and further, that on the morning of January 4, 1924, after attending the horse, he left the stable and was on his way from the stable to the Hagey estate store, in which the post-office was located, and while still on the premises, fell on the ice, injuring the right side of his back and aggravating a pre-existing condition, causing his death on June 8, 1924. Decedent was totally incapacitated from the date of the accident until his death.

It is of evidence from the testimony of W. K. Endsley, manager of the Hagey estate, that decedent did delivering from the store (page 3) but not much, if any, in the latter months of his life. He helped Mr. Beck look after the estate. Decedent's duties took him from stable to store and from store to stable; there was no work to be done by decedent around the house during the winter time, that during the winter he took care of the horse only. When he cleaned the stable, he was through work (page 8). When manager Endsley was away, decedent would get the estate mail (page 9), and manager Endsley testifies at one place that he was at home that day and in another place that he was pretty certain he was not out of town. The horse cared for by decedent was used in delivering goods and the roadway where he fell was a part of the premises (page 10). The witness further says that the nearest way to the house would not be by way of the store.

Decedent's duties, according to his daughter-in-law, Mrs. J. W. Bowser, included going to the store when Endsley would tell him (page 15) and decedent usually went to the store every morning and remained until 11 or 12, returning to store at one o'clock and remaining until evening. Decedent was required at the store to do the things the store people wanted; however, there was a telephone and the store people called him when they wanted him (page 17).

There was read into the record a statement made by decedent and the original is also filed. The statement was taken by N. D. Doone, claim agent for the insurance carrier, written in pencil with numerous erasures, signed "Lewis Bowser", dated May 1, 1924. There are no witnesses to the document, although his (Mr. Doone's) testimony that Mrs. Bowser, the wife, and Mrs. Bowser, the daughter-in-law, were present and heard the witness read the statement to the decedent, was not contradicted at the hearing.

This statement was made five weeks before decedent's death and after his illness had progressed five months.

It is not clear what weight defendant places on this statement, as its answer to claim petition, ten weeks later, denies five of its essential features, and also denies that Mrs. Lydia L. Bowser, present when the statement was made, was the wife or dependent of decedent. The closing statement of decedent's statement is not denied, namely, "I was kept on the payroll until the 1st of April and then my pay was stopped."

Decedent was not an agricultural worker. His duties were, primarily, attending to the horse used in the delivery of goods of the merchandise establishment, and secondarily, odd jobs under the direction of the manager of the defendant-estate's store. He was on the payroll of this concern, was in the habit of spending nearly all the day at the store, was subject to call even if his services were seldom required, being continuously employed at a regular salary and subject to the direction and control of the manager of the defendant estate. He was not a casual employe. He was on the premises when he met the accident; he, therefore, was not excluded from compensation and we are further of the opinion that he was in the course of his employment. We are unable, therefore, to set aside the referee's award, findings and conclusions of law, and hereby sustain same and dismiss the appeal.

The appeal in this case was not filed within the statutory limit of ten days but we have granted the petition to consider it *nunc pro tunc* upon affidavit of cause shown.

THE PROGRAM OF THE BUREAU OF EMPLOYMENT—1925.

By Robert J. Peters, Director,
Bureau of Employment.

It is important that every organization, as well as every individual, should have a definite objective toward which to strive. A careful analysis of the work of the Bureau of Employment in the calendar biennium, 1923 and 1924, brings out the fact that in these years employment service in agriculture, building trades, machinery and metal trades, hotels and institutions, mines and quarries, transportation lines, common or unskilled labor, and miscellaneous pursuits was fairly well maintained and delivered. This analysis shows that improvement and increase of service in clerical, sales, technical, professional, and executive opportunities is not only desirable but possible, if all the phases of free employment service are properly and adequately "sold" by the several State Employment Offices in the Bureau of Employment to the employers and to the working men and women in Pennsylvania. This, therefore, must be the program of the Bureau of Employment in 1925.

The year, 1924, was quiet and recessive in character, in practically all lines of commerce and industry, with the exception of highway construction and building operations of all kinds. Several times in the year there were apparent expansions, but these movements were soon followed by recessions. It was not until late September and early October, when the farmers on account of good crops and higher prices for them began to buy generally and liberally, that industry and business started to increase firmly and steadily. Consequently, throughout the year, full-time employment shrank considerably and, although total involuntary unemployment never became acute or alarming, part-time work was geographically, industrially, and commercially general in the State. On account of these conditions, working persons of all kinds kept their jobs or positions as long as possible and employment relations were exceptionally stable, with a minimum of changes or "turn-over."

The Bureau of Employment, was, therefore, in 1924, not called upon by either employers or employees as often as in 1923, and was consequently not able to render in the second year as much service to both parties as it rendered in the first year of the biennium.

Unless all signs and indications prove to be totally false, in 1925 the local offices in the Bureau of Employment will be called upon

to render such service as was demanded in the years 1920, 1921, 1922 and 1923. The records of the Bureau during the past five years show that it seems to be generally known by working persons and by employers that employment service in farming, building trades, machinery trades, metal trades, mines, quarries, hotels, institutions, transportation lines, unskilled labor and miscellaneous occupations can be delivered by the State Employment Offices.

It is important for every employer and working person in Pennsylvania to know that in 1925 special efforts will be made by every local office in the Bureau to increase its service in all respects and especially in filling orders and applications for clerical, sales, technical, professional and executive positions for men and women.

In carrying out the special program of the Bureau of Employment in 1925, more careful and extensive use will be made of the daily inter-office clearance system whereby applications of persons who cannot be placed in the district of one office are cleared to those other offices in whose districts there may be a demand for such applicants, and whereby orders or requisitions for employes which cannot locally be filled are cleared to those other offices in whose districts there may be a surplus of unemployed workers specified in the requisitions.

It may interest the reader to know that, through this daily inter-office clearance system, in 1923, 2,109 applicants of the skilled, technical, sales and executive types were placed into permanent and congenial employment. In 1924, which was a quiet year in industry and commerce, 1,977 similar applicants were in the same manner served.

The following list, very incomplete, hastily and casually selected, illustrates the types of clerical, sales, technical, professional and executive applicants, with their salaries, placed into permanent employment by the Bureau in a comparatively dull year, 1924:

	Annual Salary.		Annual Salary.
Draftsman (mechanical)	\$1,800.00	Bookkeeper	\$2,000.00
Draftsman (architectural)	2,400.00	Bookkeeper (woman)	1,800.00
Draftsman (mechanical)	2,400.00	Foreman	2,200.00
Draftsman (mechanical)	1,800.00	Foreman	2,200.00
Secretary (woman)	1,800.00	Salesman	1,800.00
Secretary (woman)	1,300.00		and commission.
Secretary (woman)	1,300.00	Office Clerk (woman)	1,200.00
Secretary (woman)	1,300.00	Mechanical draftsman	2,800.00
Secretary (woman)	1,300.00	Assistant Superintendent	2,500.00
Office Manager	3,800.00	Plant Superintendent	3,120.00
Stenographer	2,500.00	Accountant	2,500.00
Stenographer (woman)	2,000.00	Salesman	3,360.00
Stenographer (woman)	1,500.00	Salesman	1,920.00
Construction Foreman	2,880.00	Architect	3,300.00
Construction Foreman	1,920.00	Location Man	2,500.00
Plant Manager	2,800.00	Location Man	2,500.00
Credit Manager	2,200.00	Appraiser	3,500.00
Distributor	3,200.00	General Agent	3,500.00
Shop Manager	1,920.00	Distribution Clerk	1,800.00
Sales Manager	4,800.00	Sales Manager	3,000.00
Mechanical Engineer	7,500.00	Construction Superintendent	3,900.00
Office Manager	2,750.00	Accountant	6,000.00
Draftsman (architectural)	3,600.00	Accountant	5,000.00
Personnel Manager	3,600.00	Bookkeeper (woman)	1,500.00

	Annual Salary.		Annual Salary.
Stenographer (woman)	1,980.00	Estimator	3,180.00
Engineer	2,700.00	Shipper	1,560.00
Salesman	2,100.00	Chemist	3,000.00
Office Supervisor (woman) . .	1,800.00	Electrical Engineer	3,000.00
Junior Accountant	2,400.00	Electrical Engineer	3,000.00
Junior Accountant	2,400.00	Bookkeeper	1,800.00
Draftsman	2,200.00	Photographer	2,400.00
Draftsman (mechanical)	2,200.00		

The extension and improvement of the service illustrated in the preceding list chosen somewhat at random, comprise the special program of the Bureau of Employment in 1925.

It is hoped and expected that every working man and woman and every employer in Pennsylvania will take every possible advantage of the free service offered by the Bureau of Employment.

BUREAU OF EMPLOYMENT

STATE EMPLOYMENT OFFICES

Mr. A. W. Motley,
Supt. State Employment Office,
109 West Ninth Street,
Erie, Pa.

Mr. Preston Seidel,
Supt. State Employment Office,
18 South Third Street,
Harrisburg, Pa.

Mr. Frank M. Mansfield,
Supt. State Employment Office,
219 Market Street,
Johnstown, Pa.

Mr. K. M. Coolbaugh,
Supt. State Employment Office,
1519 Arch Street,
Philadelphia, Pa.

Mr. J. F. Mitchell,
Supt. State Employment Office,
416 Third Avenue,
Pittsburgh, Pa.

Mr. C. S. Seamans,
Supt. State Employment Office,
116 Adams Avenue,
Scranton, Pa.

Mr. F. A. Messler, Supt.,
Cooperative State Employment Office,
Y. M. C. A. Building,
Williamsport, Pa.

Mr. Edward Plank, Supt.,
State Employment Office,
108 North Fifth Street,
Reading, Pa.

Mr. H. C. Lilly, Supt.,
Cooperative State Employment Office,
Y. M. C. A. Building,
Allentown, Pa.

BUREAU OF EMPLOYMENT
STATE EMPLOYMENT OFFICES—(Continued)

Mr. W. A. Rounsley, Supt.,
Cooperative State Employment Office,
Y. M. C. A. Building,
DuBois, Pa.

Mr. Mark N. Wickert, Supt.,
Cooperative State Employment Office,
Y. M. C. A. Building,
Lancaster, Pa.

Mr. S. J. Sterrett, Jr., Supt.,
Cooperative State Employment Office,
Y. M. C. A. Building,
Oil City, Pa.

Mr. Walter E. Kirker, Supt.,
Cooperative State Employment Office,
Y. M. C. A. Building,
New Castle, Pa.

THE PRESENT AND PROPOSED PROGRAM OF THE BUREAU OF INDUSTRIAL STANDARDS.

By Cyril Ainsworth, Director,
Bureau of Industrial Standards

The Bureau of Industrial Standards, recently created for the purpose of developing standards of health and safety in industry and for the promulgation of those standards as rules and regulations of the Industrial Board of the Department, is developing an extensive program of work.

The Department is constantly called upon to make surveys of various kinds concerning conditions in industry. All such surveys will hereafter be made by the Bureau of Industrial Standards. In this work the Bureau will cooperate with and seek the advice of all groups of industrial life; and will be in constant contact with industry in order that the recommendations it makes may represent the best thought of all interested persons in the Commonwealth.

In order that industry may know definitely what regulations are now in effect, the Bureau of Industrial Standards is making a study of the work of the Department since its creation with the idea of publishing at an early date a complete compilation of all general rules and regulations, and safety standards now in force, together with the labor laws to which the regulations and standards apply and which are expressly delegated to the Department for enforcement. At present, industry cannot be fully conversant with the requirements of the Department. In order to make this publication completely up to date, old standards will be revised to meet changed conditions.

The safety standards which were adopted by the Department in its early history and which, in the light of additional experience gained through the reporting of accidents to the Bureau of Workmen's Compensation need revision, are occupying the immediate attention of the Bureau of Industrial Standards. Work is actively under way in connection with these standards, namely: Forging and Stamping, Polishing and Grinding, and Boilers.

Public hearings have already been held on a proposed revision of the Forging and Stamping Standards; and a special committee is now at work gathering additional data which can be used in developing another tentative draft to be submitted to the industries affected.

It is expected that public hearings will be held in the very near future on the tentative draft of the revised Polishing and Grinding Standards. This revision will give more definite information concerning the construction of the protective hoods, and the maintenance and operation of polishing and grinding machines.

The Boiler Standards are being revised to make them conform to the revised rules of the American Society of Mechanical Engineers. The Department, being the pioneer in the adoption of uniform boiler regulations, desires to maintain its lead by keeping these regulations strictly up to date and in keeping with the best known engineering practice.

While it cannot be said that committees are actively at work in revising other standards, certain machine standards are being earnestly considered at this time. The requirement for the guarding of mechanical power transmission apparatus presents a peculiar problem. The first guarding undertaken by the pioneers in the safety movement was in connection with belts, pulleys, gears, shafts, set-screws, etc., and strange to say, the methods employed in the early history of the movement differ very little, if at all, from the present day methods. Very strong arguments have been presented during the past year to substantiate the statement that the accident experience of the Commonwealth does not indicate the necessity for the extensive guarding of this type of apparatus. To offset this statement arguments are being presented in favor of the standard practice in this respect. The Bureau of Industrial Standards is therefore faced with a very large problem which it will try to solve at as early a date as possible in order that the manufacturers of the State will have as little expense as possible and at the same time assure complete protection to all employees.

The Department has paid relatively little attention to the guarding of machines at the point of operation, and it is probable that the Bureau of Industrial Standards will devote the largest portion of its time during the next two years to the development of practical regulations which will adequately cover this subject. Some of the standards which have previously been mentioned contain regulations for such guarding, and in addition the Woodworking and Machine Tool standards are listed for early consideration.

In the effort to complete the work of revising the present safety standards, the Bureau does not intend to lose sight of the fact that certain industries, processes and machines have received but little attention from the Department. New safety standards to cover such conditions will be developed. By the time this Bulletin is received from the press regulations for the protection of window cleaners will have been distributed throughout the State for criticism. Regulations for the use, care, maintenance and inspection of fire extinguishers are being developed. The collection of material and the making of studies concerning building construction and quarry industries with the idea of developing safety standards are underway.

The necessity of protection for employes using paint spraying machines and the development of regulations requiring such protection will be made by the Hygiene Section of the Bureau together with studies of problems of a similar nature. This will give some idea of the work the Bureau has definitely in mind in connection with the development of new rules and regulations.

The Department has attempted to be of service to industry by approving safety devices so that industry might know where to obtain devices which would effectively remove certain hazards. This service is to be continued and the Bureau of Industrial Standards will have such work in charge. The entire list of the present approvals is being reconsidered in order that the devices that are no longer manufactured or which have proved to be ineffective may be removed from the list and assurance given that the remaining devices are truly safety devices in every sense.

The Bureau appreciates the fact that the work which it has cut out for itself is more than a one-man job and desires to secure the advice and assistance of all organizations and individuals who may care to cooperate. It is now cooperating with the Pennsylvania Compensation Rating and Inspection Bureau in an effort to remove the differences between the standards of the Department and those of the insurance companies. A plan of cooperation has been developed with the American Engineering Standards Committee whereby the Department will not only adopt suggested regulations developed by the national committees of this organization whenever such regulations are found to meet the particular accident conditions existing in this Commonwealth, but will, through its membership on many of the national committees and the furnishing of facts obtained from its store of experience, aim to be of real value to this important national organization.

The Bureau is particularly fortunate in having at its command the services of the Pennsylvania Society of Safety Engineers, an organization formed early in 1922 as an advisory board to the Department. This Society, with a large membership composed of persons engaged in safety work in all kinds of industries, intends to be of real value to the Department in helping it to solve its many difficult problems. These organizations together with the Advisory Council of Women and Children, The Boiler Board of Examiners, The Elevator Board of Examiners and the Advisory Board of Bakers will advise and cooperate with the Bureau of Industrial Standards and help to make it possible for The Department of Labor and Industry to be of real value and service to the industries of the Commonwealth of Pennsylvania.

SEVERE INJURY CONVINCES EXECUTIVE OF NECESSITY FOR MACHINE GUARD.

A very painful and dramatic incident recently convinced the manager of a milk products company of the need of a guard on a small pasteurizing machine.

The manager had complained that an inspector's order to guard the belt and pulley on this machine was unjust and unnecessary. He asserted that he could stop the machine by clutching the belt or the revolving coil pipe with his hand. Disregarding a warning from the supervisor, the manager grasped the pipe. When he withdrew his hand one finger was torn off, having been pinched between the pipe and a support leading from the shaft. Had the man grasped the belt instead of the pipe, the consequences might have been much more serious. He was converted on the spot to the necessity of guarding that particular machine and all machines. Turning to exhibit his bleeding finger, he said, "I'll guard that machine."

A NEW DRIVE TO REDUCE PREVENTABLE ACCIDENTS.

By John S. Spicer, Chief,
Accident Investigation Section.

In analyzing the tabulations of accident reports received by this Department during the past year, it is most evident that if preventable accidents are to be materially reduced during this year, some effort must be made to reach the individual workman and his foreman.

In the first place the foreman must realize his responsibility in looking after the welfare of his men, and in the second place the employe must be made to realize that thoughtlessness and carelessness on his part will sooner or later mean his own injury with subsequent suffering and financial loss.

It is most regrettable that during the past year, 658 eyes of workers were injured to such an extent that they had to be removed. It is far more regrettable when it is remembered that the use of goggles would have prevented the loss of practically every one of these eyes.

Infections have taken an unusually heavy toll, having been responsible for 46 deaths and 8,080 individual cases of lost time. In the majority of these cases, the infections would have been prevented, if the slight scratch or abrasion of the skin had been given prompt and efficient medical treatment. Believing that this matter can be best brought home to the individual employe by concrete examples, the Department is sending out illustrated poster letters which call attention to the accident which has occurred to a fellow employe in the shop in order that the other employes in this particular shop may profit from the unfortunate experience of their fellow employe.

The plan is to send out one of these poster letters as soon as an accident report has been received by this Department, showing an eye injury as the result of failure to wear goggles or where an infection has occurred, probably due to the fact that the employe did not report the accident promptly and did not receive adequate medical attention.

From the letters which have already been received from companies to whom such letters have been sent it is evident that the plan promises well and it is hoped that a material reduction may be made in the accidents reported this year from these causes.

As time and opportunity permit, it is proposed to take up other common causes in the same way. And it is hoped that this individual treatment will prove to be helpful in having all employes realize their personal responsibility in preventing accidents by not taking unnecessary chances and by using necessary facilities if they are so unfortunate as to need them.

Specimens of the letters sent out in the cases of eye injuries and infections follow:

Commonwealth of Pennsylvania



DEPARTMENT OF LABOR AND INDUSTRY

THE SECRETARY

HARRISBURG

January 20, 1925

Subject: Eye Injury - Jack Doe - 1/10/25

The Any Company,
Anyplace, Pa.

Gentlemen:

The accident which occurred recently to your employe, mentioned above, was no doubt due to the fact that in the work he was performing he should have worn goggles. I assume that you are furnishing goggles to employes and that this accident

occurred as a result of the employe's own carelessness in not using goggles so provided.

Some of the fellows who
couldn't see the need
for goggles
—now can't see anything.



Last year in Pennsylvania 658 eyes were lost by employes. Every one of these eyes would have been saved if goggles had been worn.

Will you not put forth a special effort this year to cut down this loss?

This can be accomplished by foremen insisting upon men wearing goggles whenever there is danger of material flying into their eyes.

The matter should also be called to the attention of the employes themselves,

and for that reason I would suggest that this letter be posted in a conspicuous place.

Very truly yours,

R. H. LANSBURGH,
Secretary of Labor and Industry.

Commonwealth of Pennsylvania



DEPARTMENT OF LABOR AND INDUSTRY

HARRISBURG

January 20, 1925

Subject: Infection - John Jones - 1/8/25

The Any Company,
Anyplace, Pa.

Gentlemen:

The infection, which resulted in the case of the employee mentioned above, brings to mind the fact that many similar infections result because small injuries, cuts or scratches are not reported promptly by employees and do not receive proper medical attention.



Infection which occurred as a result of not reporting a slight cut.

Last year in this State 46 employees lost their lives as a result of infections, and 8,080 employees lost time as a result of similar infections.

We are hoping, this year, to materially reduce this number, and trust that you will take such steps to impress each employee with the necessity of reporting all injuries, and having them properly dressed.

For that reason I would suggest that this letter be posted in your plant, and that instructions be given to foremen that they should make every effort to have employees report all cases of minor scratches or cuts, in order that they may receive proper treatment.

Feeling sure that I may have your support in this effort, I beg to remain

Yours very truly,

R. H. LANSBURGH,
Secretary of Labor and Industry.

FIRE PROTECTION AND FIRE PREVENTION.

By Charles J. Gotwalt, Chief,
Building Section, Bureau of Inspection.

In the development and execution of building plans, opportunity to preserve life is lost sight of frequently through desire to beautify and economize. This is true in the designing and planning of all classes of buildings, especially public buildings.

It must be taken into consideration that passageways, aisles, corridors, halls, stairways, and exits require width proper and sufficient for occupancy of the building. It is necessary, therefore, that the floor space be carefully estimated, the number of occupants decided upon, and the passageways and exits proportioned accordingly. When these details have been determined, it is extremely important that corridor walls and floors, and walls surrounding stairways, be of fire-proof construction and all doors leading to passageways and stairways be swung in line of travel leaving the building; thus eliminating not only the fire hazard but the panic hazard. Instances have been numerous of in-swinging doors not being opened in time to prevent a mad rush of panic-stricken people, of lives lost; not by fire, but by the mad fight to escape from fire.

It is equally important that necessary steps be taken to prevent fires as it is much easier to prevent a fire than it is to fight a fire. It is, therefore, imperative that we appreciate the danger of fire arising from an accumulation of oily rags, waste, and waste paper. In cellars, closets, and remote corners, old or greasy papers, rubbish and other inflammable material are often thrown and forgotten. These substances, being easily ignited, cause fires which spread quickly through a building. Unoccupied spaces in office and store buildings are often found piled high with waste paper, excelsior, and boxes, due to the negligence of the janitor. A careless man leaving his office may throw a lighted cigarette in such a pile of inflammable material. The result is a serious conflagration.

Good work is being accomplished by the fire departments of many cities through a "Fire Prevention Day" once a year, when the attention and cooperation of the residents of these cities are solicited in order to make these days occasions for instructing citizens in methods of fire protection and fire fighting, but more particularly in impressing upon them the importance of preventing the starting of a fire, the danger, loss, and ultimate consequences of which no man can measure.

NON-THEATRICAL MOTION PICTURES.

By J. P. Lilley, Chief,
Projectionist Licensure Section.

Millions of Americans have the motion picture habit. Other hosts are candidates for inoculation. What attracts the masses to the motion picture on such a scale is attracting the attention of the church and the school. These institutions have found that the motion picture projector is an instrument of instruction as well as an instrument of pleasure; an instrument of character building, and not an instrument to debase character and destroy that which is good; and if properly used, will give life to a community.

It is interesting to note the development of visual instruction all over the world. In this country we had presumed that our educational methods were highly developed and that the majority of other countries were lacking, even in appreciating the discoveries our educators had made within the last few years with relation to the use of visual equipment in education. Our presumption is in need of correction. Late reports show us that Mexico and Japan are contemplating completely equipping their schools with visual equipment.

The development of the motion picture as an aid in visual education is rapidly materializing in our own State. Already school authorities in various districts are installing motion picture projectors.

Before the portable type of motion picture projector was introduced, it was found necessary to use the cumbersome theatre type, which entailed considerable expense and when installed, could not be moved with facility. The manufacture and sale of portable projectors was foreseen as a profitable enterprise and various types soon appeared on the market. The fact that they could be carried by hand and put into operation in any selected location without preparation proved immensely popular.

During the last five years, there has been a steady invasion of the non-theatrical field by the motion picture. At first there was a situation not unlike that of the early days in the commercial field, when halls, store rooms, and in many instances, barns, were quickly converted into "Nicklelodians", with neither laws to regulate construction, nor provision made for the safety of the audience.

As the effort to make the theatre a safe place for the people to frequent had been practically accomplished, attention was directed to the non-theatrical field. Rules and regulations governing the

exhibition of motion pictures before public assemblies were adopted. The first step was the examination and approval of the various types of portable and semi-portable motion picture projectors, and the type of film used therewith. Several of the projectors were equipped with certain safety features not found on the commercial types. It was almost impossible to ignite flammable film beyond the aperture, or that point in direct contact with the light beam. Notwithstanding this, a certain type of film was specifically mentioned for use with portable projectors. This film is commercially classed as acetate-cellulose, but is generally known as non-inflammable, slow-burning or non-flam film. It is distinguished from the regular flammable film by the word "SAFETY" printed at intervals along the margin of the film. When this type of film is used a projection room or booth is not required for the projector.

Another important requirement in the rules and regulations is that calling for the approval of the building in which motion pictures are to be exhibited. This requirement applies to all motion picture exhibitions before public assemblies (except theatres, and industrial establishments when motion pictures are used in the plant) in communities other than cities of the first and second classes, and provides that every building or room used for such purpose shall be approved by the Department of Labor and Industry. It prohibits any exhibition of motion pictures above the second floor of any building. It prohibits the use of motion picture film of the flammable type on the second floor of any building, but permits temporary exhibitions when slow-burning film is used if two or more exits are provided.

There seems to be a general impression among the users of portable projectors that motion pictures can be exhibited in any kind of a building and on any floor of the building if an approved type of projector is used and the film is slow-burning. The reason for this erroneous impression can be properly attributed to the salesmen of motion picture projectors who install their equipment without notifying the purchaser that a permit for the building must be obtained before the projector may be used.

CONE PULLEY GUARDS.

Through the courtesy of the Westinghouse Electric and Manufacturing Company, Pittsburgh, the following illustration of the method of guarding the pinch point of cone pulleys carrying belts not laced with metal, is presented as it may be of value to other concerns having similar guarding problems.



CONE PULLEY GUARD

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED.

MONTH	1921		1922		1923		1924		1925						
	FATAL	NON-FATAL	FATAL	NON-FATAL	FATAL	NON-FATAL	FATAL	NON-FATAL	FATAL	NON-FATAL					
January	190	18,776	13,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513	210	15,339	15,549
February	196	18,776	13,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513	210	15,339	15,549
March	155	11,105	11,260	171	10,580	10,751	221	15,276	15,497	181	14,812	14,993	414	30,092	30,506
April	351	24,881	25,232	323	22,531	22,854	444	31,986	32,430	212	15,989	16,201	626	46,081	46,707
May	172	11,563	11,735	172	12,582	12,754	222	15,653	15,875	151	13,931	14,082	777	60,012	60,789
June	623	36,444	36,967	495	35,113	35,608	666	47,639	48,305	157	13,940	14,097	934	73,952	74,886
July	133	10,757	10,890	104	10,185	10,289	196	16,689	16,885	175	14,324	14,499	1,109	88,276	89,385
August	656	47,291	47,857	599	45,298	45,897	862	64,328	65,190	221	17,749	17,970	185	14,917	15,102
September	166	10,877	11,043	116	9,572	9,688	226	17,384	17,610	1,088	81,712	82,800	1,294	103,193	104,487
October	822	58,078	58,900	715	54,870	55,585	1,088	81,712	82,800	188	17,433	17,621	175	14,324	14,499
November	148	11,487	11,635	140	10,532	10,672	188	17,433	17,621	1,276	99,145	100,421	1,109	88,276	89,385
December	970	69,565	70,555	855	65,402	66,257	1,276	99,145	100,421	221	17,749	17,970	185	14,917	15,102
Totals	1,180	80,761	81,891	979	75,665	76,644	1,497	116,894	118,391	1,497	116,894	118,391	1,294	103,193	104,487
	145	11,454	11,599	117	11,871	11,988	216	18,452	18,868	187	14,661	14,848	187	14,661	14,848
	1,275	92,215	93,490	1,096	87,536	88,632	1,713	135,346	137,059	1,481	117,854	119,335	1,481	117,854	119,335
	164	11,241	11,405	138	12,307	12,445	173	15,504	15,677	167	14,230	14,397	167	14,230	14,397
	1,439	108,456	104,895	1,234	99,843	101,077	1,886	150,850	152,736	1,648	132,084	133,732	1,648	132,084	133,732
	186	12,300	12,486	201	14,912	15,113	207	17,380	17,587	180	15,839	16,019	180	15,839	16,019
	1,625	115,756	117,381	1,435	114,755	116,190	2,093	168,930	170,323	1,828	147,923	149,751	1,828	147,923	149,751
	154	11,665	11,819	260	14,824	15,084	163	15,532	15,695	194	13,389	13,583	194	13,389	13,583
	1,779	127,421	129,200	1,695	129,579	131,274	2,256	183,762	186,018	2,022	161,812	163,334	2,022	161,812	163,334
	145	10,852	10,997	195	14,786	14,981	156	14,261	14,417	187	14,018	14,205	187	14,018	14,205
	4,924	138,273	140,197	4,890	144,365	146,255	5,142	408,023	410,135	5,142	408,023	410,135	5,142	408,023	410,135

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY.

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg: Office of the Secretary.
 Industrial Board,
 Workmen's Compensation Board,
 Bureau of Employment,
 Bureau of Industrial Relations,
 Bureau of Industrial Standards,
 Bureau of Inspection,
 Bureau of Rehabilitation,
 Bureau of Statistics,
 Bureau of Workmen's Compensation,
 State Workmen's Insurance Fund.

BRANCH OFFICES

Allentown: Cooperative State Employment Office,
 Y. M. C. A. Building.
 State Workmen's Insurance Fund,
 304 Colonial Building.

Altoona: Bureau of Rehabilitation,
 Bureau of Workmen's Compensation,
 Commerce Building.
 State Workmen's Insurance Fund,
 Central Trust Building.

Dubois: Cooperative State Employment Office,
 Y. M. C. A. Building.
 Bureau of Rehabilitation,
 245 West Long Avenue.

Erie: State Employment Office,
 109 West Ninth Street.

Franklin: State Workmen's Insurance Fund,
 316 Franklin Trust Building.

Greensburg: State Workmen's Insurance Fund,
 309 Coulter Building.

Johnstown: State Employment Office,
 219 Market Street.
 State Workmen's Insurance Fund,
 910 U. S. National Bank Building.

Kane: Bureau of Workmen's Compensation,
 Kane Trust and Savings Building.

Lancaster: Cooperative State Employment Office,
 Y. M. C. A. Building.
 Bureau of Inspection,
 Bureau of Workmen's Compensation,
 Woolworth Building.

Meadville: Bureau of Inspection,
 Masonic Building.

New Castle: Cooperative State Employment Office,
 Y. M. C. A. Building,
 West Washington Street,
 New Castle, Pa.

Directory of Offices—Continued.

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- Oil City:Cooperative State Employment Office,
Y. M. C. A. Building.
- Philadelphia:State Employment Office,
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Board,
Manhattan Building,
Fourth and Walnut Streets.
State Employment Office for Women,
1504 Locust Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.
- Pittsburgh:Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Fulton Building.
State Employment Office,
416 Third Avenue.
State Employment Office for Women,
409 McCance Building,
305 Seventh Avenue.
State Employment Office, (Negro)
518 Wylie Avenue.
State Workmen's Insurance Fund,
401 Park Building.
- Pottsville:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.
- Reading:State Employment Office,
108 North Fifth Street.
- Scranton:State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund,
Union National Bank Building.
- Sunbury:State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.
- Wilkes-Barre:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Coal Exchange Building.
- Williamsport:Bureau of Inspection,
341 Pine Street.
Bureau of Workmen's Compensation,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building,
343 West Fourth Street.

STATISTICAL REVIEW OF INDUSTRIAL CONDITIONS

EMPLOYMENT

Male applicants for positions during February of this year dropped about 34 per cent. compared with February of 1924. The number of female applicants was about 31 per cent. higher than the record for last year. Calls for male employees was 40 per cent. lower in 1925 than in 1924 while calls for female employees during February increased about 5 per cent. over February 1924.

Reports from 648 identical firms, representing 39 different industries, shows that employment in Pennsylvania is gradually increasing, the increase of February over January being about 2 per cent. Generally, the reports of the individual firms show that orders have increased to such an extent that additional help was required and that the number of hours worked per week had to be increased.

Total weekly wages increased in all but 9 of the industries, the greatest being in "pottery" which shows a gain of over 25 per cent. Building materials generally are in a healthy condition and report a considerable number of unfilled orders on hand.

BUILDING PERMITS

Although the year 1924 was a banner year for the building industry, reports so far this year indicate that the record for 1925 will surpass that of 1924 considerably. The record for January of this year did not equal that of January 1924, either in the number of permits or estimated expenditure. February's record, however, puts the 1925 totals to date well in advance in both the number of permits and estimated expenditure.

The record for Philadelphia for February, 1925 is over \$3,000,000 greater than that of February, 1924. Pittsburgh's record for February is \$2,000,000 above the record of last year.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS

During the month of February the Bureau of Workmen's Compensation received reports of 174 fatal accidents. The mining industry reported 65, transportation and public utilities 44, and the other industries 65. One hundred twenty-seven reports of permanent disability injuries, of which 1 was permanent total, were also received. Temporary total injuries to the number of 14,081 were reported. The total for February is 1,164 less than the total for January this year and 611 less than February of 1924.

The cost of industrial accidents in dollars and cents, not including the medical or hospital expenses, which it is estimated surpasses the amount of compensation paid for temporary total disability cases, is larger than most people realize.

A brief statement of the compensation liabilities in Pennsylvania from the time the Workmen's Compensation Act went into effect, January 1, 1916, up to March 1, 1925, is as follows:—

Fatal Compensation awarded.....	\$50,056,210
Permanent disability compensation awarded..	18,830,656
Temporary total compensation paid.....	29,300,007

Total amount..... \$98,186,873

If the present rate be maintained the \$100,000,000 mark will have been passed before the 15th day of April, 1925. The medical and hospital cost, it is estimated, will be close to \$35,000,000.

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
EMPLOYMENT STATISTICS

ACTIVITIES OF STATE EMPLOYMENT OFFICERS
FEBRUARY, 1925

MEN

WOMEN

	Persons ap- plying for positions			Persons asked for by em- ployers			Persons receiving positions			Persons ap- plying for positions			Persons asked for by em- ployers			Persons receiving positions		
	1925	1924	1925	1925	1924	1925	1925	1924	1924	1925	1924	1925	1925	1924	1925	1925	1924	1924
Agriculture	117	149	87	88	50	43	50	45	Agriculture	91	12	32	12	32	10	28	8	
Building Trades	649	815	262	498	148	246	148	148	Food	502	381	131	117	148	105	116	88	
Machinery & Metals	1,154	1,589	387	1,068	652	1,066	583	583	Clerical	67	38	91	22	9	20	8	15	
Clerical	328	307	51	93	80	101	70	70	Day Workers	889	746	454	436	453	426	452	426	
Hotel & Inns	711	880	223	387	339	430	311	300	Domestic Service	241	306	332	378	182	170	137	126	
Mine & Quarry	55	86	25	59	17	61	15	15	Hotel & Inns	675	546	255	301	247	267	214	211	
Transportation	273	215	92	51	115	62	64	46	Machine & Elec- tory	212	154	107	82	84	91	73	71	
Sales	108	74	46	69	77	46	64	64	Professional	175	79	25	17	21	39	30	12	
Common Labor	2,248	5,081	1,861	2,983	1,407	2,999	1,281	1,281	Trained	172	64	40	29	45	23	40	16	
Miscellaneous	989	843	674	631	725	648	637	637	Miscellaneous	108	61	29	55	29	24	15	23	
Total	6,654	10,039	3,578	5,925	3,786	6,032	3,254	3,254	Total	3,132	2,387	1,516	1,449	1,250	1,164	1,103	995	
Retentions							18	16	Retentions							9	11	
Jan. (4 wks)	7,247	4,021	4,316	4,316	3,788		3,788		Jan. (4 wks)	3,102	1,598	1,525		1,525	1,249			
Dec. (5 wks)	7,918	4,844	4,977	4,977	4,379		4,379		Dec. (5 wks)	3,104	1,552	1,304		1,304	1,224			
Nov. (4 wks)	7,332	4,799	4,842	4,842	4,234		4,234		Nov. (4 wks)	3,050	1,549	1,371		1,371	1,231			
Feb. '23 (4 wks)	15,246	14,000	12,108	11,256	11,256		11,256		Feb. '23 (4 wks)	8,171	2,392	1,689		1,689	1,465			
Feb. '22 (4 wks)	27,239	4,036	4,008	3,500	3,500		3,500		Feb. '22 (4 wks)	2,700	1,399	1,161		1,161	1,011			

EMPLOYMENT AND WAGES IN PENNSYLVANIA

GROUP AND INDUSTRY	Number of Plants Reporting	Number of wage earners— week ended			Total weekly wages— week ended			Average weekly earnings— week ended		
		Feb. 15, 1925	Jan. 15, 1925	Per cent change	Feb. 15, 1925	Jan. 15, 1925	Per cent change	Feb. 15, 1925	Jan. 15, 1925	Per cent change
ALL INDUSTRIES (20)	648	252,961	248,848	+ 1.7	\$6,612,269	\$6,383,618	+ 3.6	\$26.14	\$25.65	+ 1.9
METAL MANUFACTURERS:	248	142,076	140,014	+ 1.5	3,952,066	3,859,479	+ 2.4	27.82	27.56	+ 0.9
Automobiles, bodies, and parts	16	5,962	5,888	+ 1.2	165,521	157,595	+ 5.0	27.76	26.99	+ 2.9
Car construction and repair	13	12,104	11,374	+ 6.4	347,568	317,113	+ 9.6	28.72	27.88	+ 3.0
Electrical machinery and apparatus	19	6,917	7,683	-10.0	167,028	178,761	-6.6	24.15	23.27	+ 3.8
Engines, machines, and machine tools	20	6,703	6,523	+ 2.8	187,389	180,718	+ 3.7	27.96	27.94	+ 0.9
Foundries and machine shops	56	9,409	8,961	+ 5.1	271,866	250,030	+ 8.7	28.80	27.94	+ 3.4
Heating appliances and apparatus	16	3,721	3,286	+12.9	110,948	91,060	+ 21.8	29.82	27.63	+ 7.9
Iron and steel blast furnaces	12	14,900	14,372	+ 4.1	116,807	358,537	+16.3	27.86	24.95	-11.7
Iron and steel forgings	12	4,873	4,849	+ 0.5	122,664	126,058	-2.7	25.17	26.00	-3.2
Steel works and rolling mills	43	49,015	48,480	+ 1.1	1,373,553	1,402,851	-2.1	28.02	28.95	-3.2
Structural iron works	9	2,403	2,522	-4.7	67,789	67,724	+ 0.1	26.21	26.85	+ 5.1
Miscellaneous iron and steel products	29	23,153	22,830	+ 1.4	642,612	625,508	+ 2.7	27.63	27.40	+ 1.3
Shoebinding	3	2,856	3,417	-16.4	78,921	103,474	-23.7	22.35	30.23	-8.8
TEXILE PRODUCTS:	156	46,247	45,320	+ 2.0	1,033,582	972,953	+ 6.2	20.23	21.47	+10.5
Carpets and rugs	11	2,808	2,798	+ 0.4	73,657	66,407	+ 10.9	18.37	17.22	+ 6.7
Clothing	17	2,358	2,356	+ 0.1	43,313	40,581	+ 6.7	23.76	23.33	+ 2.0
Hats, felt and other	5	4,334	4,256	+ 1.8	103,130	93,273	+ 8.9	26.24	25.48	+ 3.0
Cotton goods	14	3,465	3,398	+ 2.0	90,907	86,584	+ 5.0	20.91	19.35	+ 8.1
Silk goods	10	14,463	14,127	+ 2.4	302,425	273,381	+10.6	20.91	19.35	+ 8.1
Woolens and worsteds	15	7,101	7,310	-2.9	154,100	161,362	-4.6	21.70	22.09	-1.8
Knit goods and hosiery	42	10,379	9,799	+ 5.9	230,433	212,730	+ 8.3	22.30	21.71	+ 2.3
Dyeing and finishing textiles	9	1,390	1,276	+ 4.9	35,617	32,495	+ 9.6	26.60	25.47	+ 4.4
FOODS AND TOBACCO:	64	16,280	16,272	+ 0.1	348,114	347,020	+ 0.3	21.37	21.33	+ 0.2
Bakeries	19	3,505	3,491	+ 0.3	104,013	103,538	+ 0.5	20.44	19.33	+ 5.7
Confectionery and ice cream	18	5,638	5,193	+ 2.6	115,235	106,161	+ 8.5	27.37	29.34	-6.9
Slaughtering and meat packing	16	5,207	1,972	-1.7	52,954	57,859	-4.5	14.58	14.96	-2.5
Cigars and tobacco	53	5,207	5,313	-2.0	75,912	70,462	+ 9.2	27.55	25.16	+ 4.8
BUILDING MATERIALS:	11	18,827	18,066	+ 3.6	518,753	475,120	+ 6.3	25.78	25.16	+ 2.5
Brick, tile, and terra cotta products	14	2,389	2,306	+ 2.4	61,596	58,024	+ 5.9	26.82	25.23	+ 6.3
Cement	34	7,310	7,159	+ 2.1	194,979	180,155	+ 8.0	26.82	25.23	+ 6.3
Glass	27	8,410	7,932	+ 6.0	240,072	220,179	+ 9.0	28.55	27.76	+ 2.8
Pottery	4	7,718	6,889	+ 4.2	21,006	16,792	+ 25.1	29.26	24.37	+ 20.1
CHEMICALS AND ALLIED PRODUCTS:	16	7,285	7,170	+ 1.6	210,511	198,194	+ 6.2	28.50	27.64	+ 4.6
Chemicals and drugs	6	915	871	+ 5.1	26,647	25,672	+ 3.8	29.12	29.47	-1.2
Paints and varnishes	6	635	667	-4.8	18,412	18,269	+ 0.8	29.00	27.39	+ 5.9
Petroleum refining	5	5,735	5,632	+ 1.8	105,452	154,253	+ 7.3	28.85	27.39	+ 5.3
MISCELLANEOUS INDUSTRIES:	100	22,237	22,006	+ 1.0	548,643	520,842	+ 3.4	24.67	24.12	+ 2.3
Lumber and planing mill products	8	2,483	2,449	+ 1.6	52,558	46,397	+13.2	31.12	18.95	+11.5
Furniture	16	2,465	2,424	-0.8	58,670	57,147	+ 2.7	24.40	23.58	+ 3.5
Leather tanning	18	5,247	5,185	+ 1.2	132,691	126,654	+ 4.3	25.17	24.43	+ 3.0
Leather products	8	290	193	+14.6	4,987	4,987	+ 0.0	22.67	23.84	-4.9
Boots and shoes	22	4,593	4,406	+ 4.2	80,222	91,806	+ 9.1	18.67	18.67	+ 0.0
Paper and pulp products	12	3,434	3,408	+ 0.8	70,708	91,811	+ 2.3	26.13	26.47	-1.3
Printing and publishing	17	2,777	2,777	-1.3	80,543	90,697	+ 1.3	32.24	32.24	+ 0.0
Rubber tires and goods	3	1,673	1,046	+ 0.7	31,961	31,729	+ 0.4	29.70	29.70	+ 0.0

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

BUILDING PERMITS ISSUED IN CITIES IN PENNSYLVANIA DURING THE MONTH OF FEBRUARY

Cities	February, 1925			February, 1924			Jan. to February, inclusive, 1925		Jan. to February, inclusive, 1924	
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Estimated cost	Per- mits	Estimated cost
Allentown	25	12	\$148,750	22	27	\$121,200	35	\$534,000	64	\$540,700
Altoona	64	64	228,392	58	60	25,888	113	321,432	124	146,856
Bethlehem	11	*11	7,680	12	*12	16,000	17	22,080	38	100,381
Bradford	23	23	76,375	9	9	10,180	30	200,070	15	16,880
Eric	169	*169	370,200	54	*54	105,078	227	450,635	110	357,545
Harrisburg	39	50	130,975	37	42	135,000	64	288,225	77	332,604
Lancaster	44	44	235,504	44	44	60,840	68	280,811	80	803,305
McKeesport	51	51	205,355	24	24	83,715	88	332,145	52	583,505
New Castle	83	*83	285,075	966	1,454	7,173,885	113	392,425		
Philadelphia	957	1,929	10,320,855	421	421	2,134,066	1,571	16,888,590	1,840	15,816,410
Pittsburgh	424	*424	4,020,800	133	155	225,325	813	7,317,652	748	4,138,190
Reading	100	116	569,625	107	*91	206,170	171	635,225	251	406,350
Seranton	107	*107	71,200	13	13	131,700	169	505,365	165	473,165
Uniontown	12	12	16,200	6	6	148,775	43	231,270	27	215,600
Warren	7	*7	340,482	71	*71	182,951	36	65,050	8	154,275
Wilkes-Barre	62	*62	89,150	36	36	67,240	95	607,862	129	391,675
Williamsport	54	54	100,067	60	60	92,535	74	236,492	132	209,065
York	56	56								
Total	2,151	3,167	\$17,137,790	2,011	2,543	\$11,501,108	3,614	23,756,094	3,890	\$24,836,542

*Operations not given

**Not included in totals for comparative purposes

NEW BUILDINGS, ALTERATIONS & REPAIRS IN CITIES IN PENNSYLVANIA FOR THE MONTH OF
FEBRUARY.

Cities	1925			1924		
	New Buildings		Alterations, Repairs, Etc.	New Buildings		Alterations, Repairs, Etc.
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost
Allentown,	13	30	\$125,300	12	12	\$73,800
Altoona,	24	24	217,415	40	18	65,200
Bradford,	16	16	72,575	7	9	10,180
Eric,	120	*120	307,905	49	*38	88,250
Harrisburg,	20	28	101,025	19	31	119,875
Lancaster,	17	17	216,300	27	23	548,250
McKeesport,	37	37	196,255	14	19	482,550
New Castle,	71	*71	280,140	12	9	
Philadelphia,	537	1,486	9,695,925	420	453	6,522,925
Pittsburgh,	304	*304	8,430,510	120	327	1,954,548
Reading,	22	38	503,200	78	35	163,125
Uniontown,	12	12	71,200	13	13	131,700
Warren,	5	5	15,700	6	6	148,775
Wilkes-Barre,	26	26	270,698	30	30	119,664
Williamsport,	20	29	80,105	21	21	58,150
York,	25	25	79,502	31	28	85,480

*Operations not given.

**No permits required for alterations or repairs unless outside walls or roofs are changed.

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED.

AGREEMENTS APPROVED.

1925	Fatal	Permanent Disability	Temporary Disability	Total	1925	Fatal	Permanent Disability	Temporary Disability	Total
January	207	132	15,187	15,316	January	283	267	9,539	7,149
February	174	127	11,081	11,352	February	157	250	5,833	6,240
March					March				
April					April				
May					May				
June					June				
Total-1925	381	259	29,268	29,918	Total 1925	110	517	12,432	13,389
1921					1921				
July	183	139	14,778	15,102	July	135	251	5,389	5,755
August	187	112	14,549	14,818	August	118	243	5,498	5,839
September	167	136	11,094	11,327	September	267	215	5,155	5,857
October	180	118	15,721	16,019	October	160	229	6,980	6,431
November	194	106	13,283	13,583	November	160	229	6,346	6,894
December	187	132	13,886	14,205	December	135	285	6,039	6,479
Grand Total	23,078	6,399	1,600,850	1,610,217	Grand Total	18,401	14,068	533,519	625,991

COMPENSATION AWARDED AND PAID.

1925	Fatal	Comp. Awarded	Fatal Comp. Paid	Disability Comp. Paid	Total Comp. Paid
January		\$311,985	\$531,374	\$180,555	\$1,013,139
February		43,402	243,940	501,749	795,269
March					
April					
May					
June					
Total-1925		\$1,078,547	\$575,664	\$1,232,304	\$1,807,338
1924					
July		\$406,672	\$288,725	\$196,713	\$785,435
August		126,672	251,811	226,265	781,076
September		577,246	297,789	506,767	894,696
October		160,194	325,968	525,484	848,052
November		350,987	286,652	532,521	\$19,573
December		415,995	263,122	606,408	\$69,530
Grand Total		\$50,056,210	\$18,552,171	\$42,909,363	\$61,861,564

Since the inception of the Act-January 1, 1916.

** PERMANENT INJURIES

1925	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
January	9	\$16,873	6	\$14,900	18	\$36,217	11	\$19,282	52	\$78,205
February	7	16,624	1	10,244	11	25,831	14	24,150	39	57,117
March										
April										
May										
June										
Total-1925	16	\$33,497	10	\$25,144	32	\$62,048	25	\$43,762	91	\$135,402
1924										
July	7	\$17,545	3	\$ 7,740	17	\$31,632	11	\$19,152	12	\$31,426
August	7	17,443	6	14,001	21	12,731	8	14,088	19	71,729
September	10	25,610	1	9,810	11	21,473	16	17,750	42	15,909
October	11	26,639	1	10,000	11	23,100	12	20,457	17	72,000
November	7	17,750	6	15,486	17	32,187	11	50,900	61	92,031
December	11	23,511	11	27,550	25	51,193	13	24,400	59	10,380
Grand Total	991	\$1,091,678	685	\$1,465,755	2,251	\$3,964,166	1,227	\$1,949,224	5,438	\$7,316,063

PERMANENT INJURIES—(Continued)

1925	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. awarded	Amt. paid	
January	103	\$33,541	99	\$18,266	4	\$19,322	\$278,870	
February	116	37,485	92	17,451	5	20,456	282,682	
March								
April								
May								
June								
Total—1925	221	\$71,026	191	\$35,717	12	\$39,778	\$446,354	
							\$512,552	
1924								
July	95	\$35,154	97	\$17,706	3	\$1,118	\$192,853	
August	92	31,489	84	15,941	8	12,556	216,820	
September	114	10,085	72	13,215	3	9,160	215,276	
October	116	41,251	132	25,408	3	22,025	203,937	
November	109	36,189	74	15,162	3	5,560	235,259	
December	104	38,231	105	17,989	3	9,922	178,693	
							270,888	
*Grand Total	2,471	\$845,778	2,059	\$386,679	278	\$868,313	\$18,600,246	
							\$18,830,656	

*Since the inception of the Act-Jan. 1, 1916.

* Multiple losses separated respectively.

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**COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY**

RICHARD H. LANSBURGH, Secretary

APRIL

LABOR AND INDUSTRY

Vol. XII



No. 4

**Featuring
Safety Work in Erie**

Harrisburg, Penna.

1925

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

RICHARD H. LANSBURGH, Secretary

APRIL

LABOR AND INDUSTRY

Vol. XII



No. 4

Harrisburg, Penna.
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1925



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ANNOUNCEMENT.

A State-wide Safety Conference will be held in the Hall of the House of Representatives, Harrisburg, Friday, May 22, 1925.

The Pennsylvania Society of Safety Engineers has assisted the Department of Labor and Industry in preparing a program of unusual interest. The subjects which will be discussed are very practical in their nature, and ample opportunity will be given for free discussion.

Among the topics which are new to Pennsylvania conferences, and which should be of great value, are: "What Labor Should Do for the Safety Movement," "Practical Kinks on Safety," "Observations on Women in Industry," and "Prone Pressure Method of Resuscitation."

Safety devices which have been developed in the various industrial plants in Pennsylvania will be on view and demonstrated for the benefit of all industrial establishments in the Commonwealth.

It is hoped that all persons interested in accident-prevention work, and who expect to attend this conference, will arrange to bring with them others to hear the "Safety" messages; thus enabling the conference to give inspiration, not only to those already engaged in this work, but also to those who have not yet organized their own plants in such a way as to greatly reduce their accident records.

GENERAL ELECTRIC COMPANY—ERIE WORKS—PLAYS SAFE

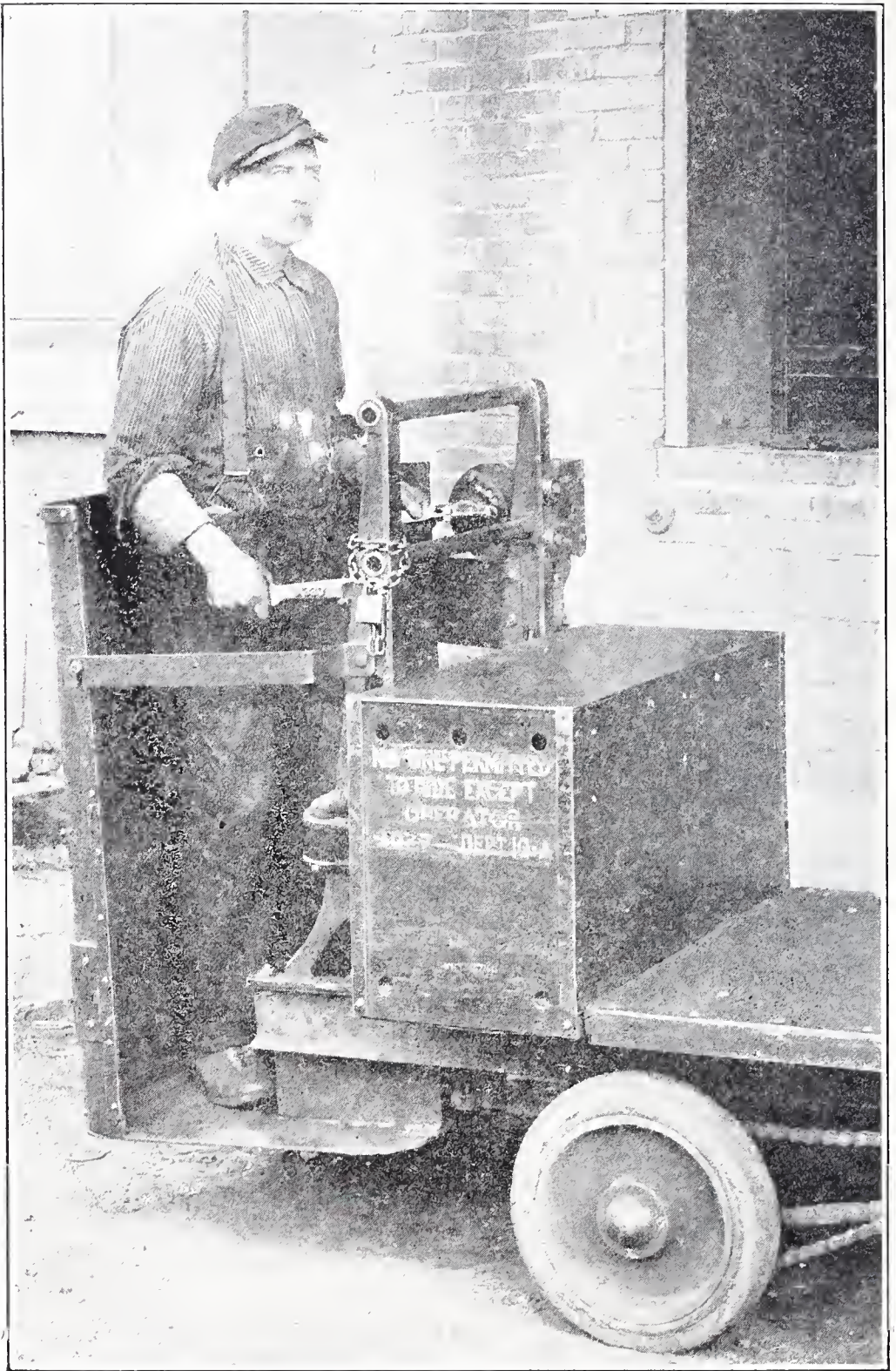
By M. C. Goodspeed, Safety Engineer.

The story which is ordinarily told regarding safety operations in a large industrial works is varied somewhat from the usual in the history of the Erie Works (Penna.) of the General Electric Company.

The working out of safety conditions in this organization was begun when the Erie Works was founded. The safety idea, both as to its humane and its economic value, had been fully accepted by the General Electric organization some time previous to the organization of the Erie Works. As a result, as soon as the first building units were ready to start manufacturing operations, the nucleus of the safety committee had been organized, and the new equipment taken care of in regard to the installation of mechanical safeguards.

On account of the above condition, the Erie Works has had the advantage of growing up with the safety organization continually in action and with the whole-hearted support of the officials behind the work. On this account, it has been possible to keep the machinery practically always fully equipped with mechanical guards before it is placed in operation.

In view of the completeness with which mechanical guards have been installed, accidents due to lack of installation of such guards, have been entirely absent, and very few accidents which mechanical guards would have prevented have occurred. One such guard which has proved to be very effective is shown in the photograph. It gives a good view of a special guard shield put on our jitney buses to protect the operator from accidentally backing into an obstruction. This shield has eliminated what was formerly an active hazard.

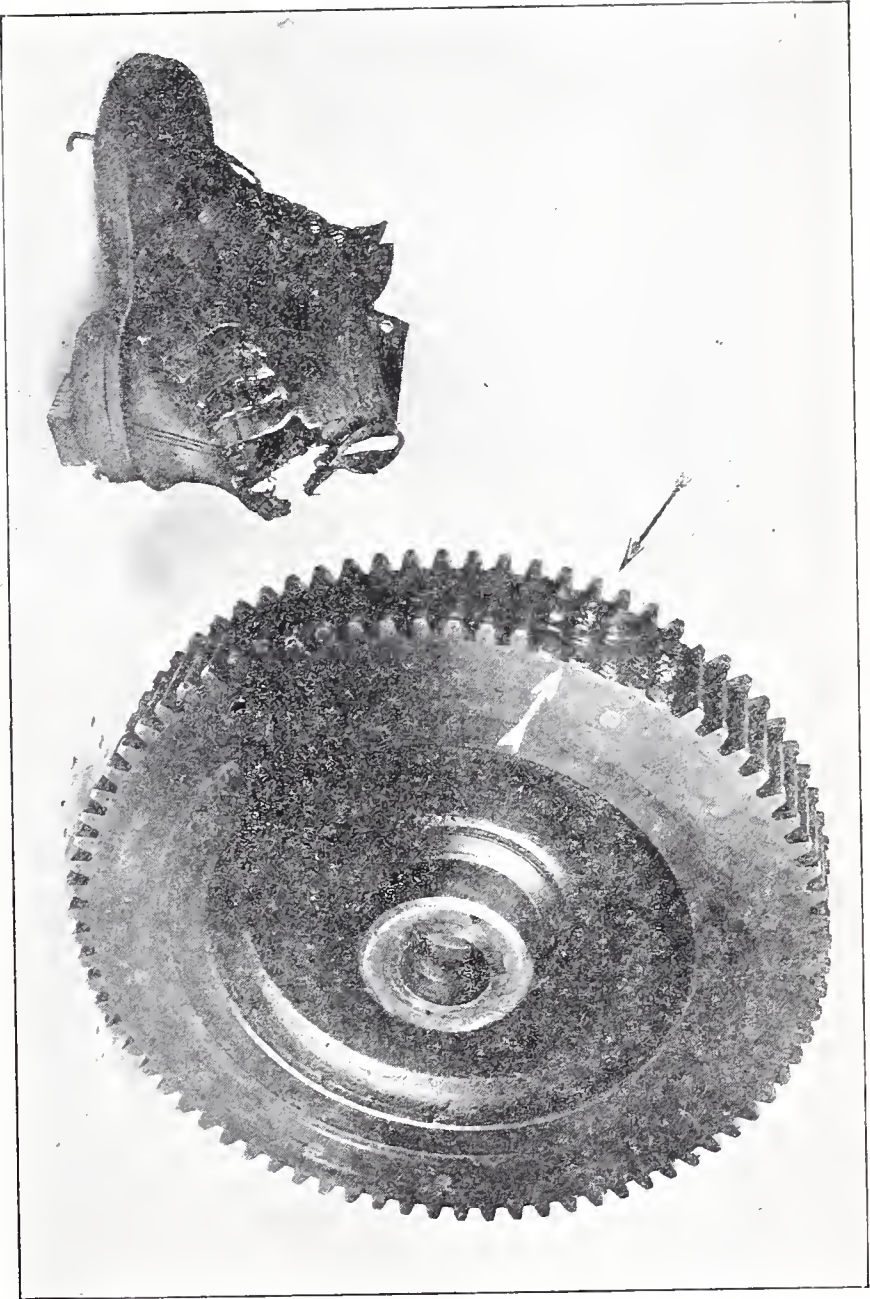


Jitney Truck Showing Guard for Operator.

Where accidents have occurred, either the guard had been removed by the man injured or by a fellow workman, and the equipment was being operated without it, or the injured person had

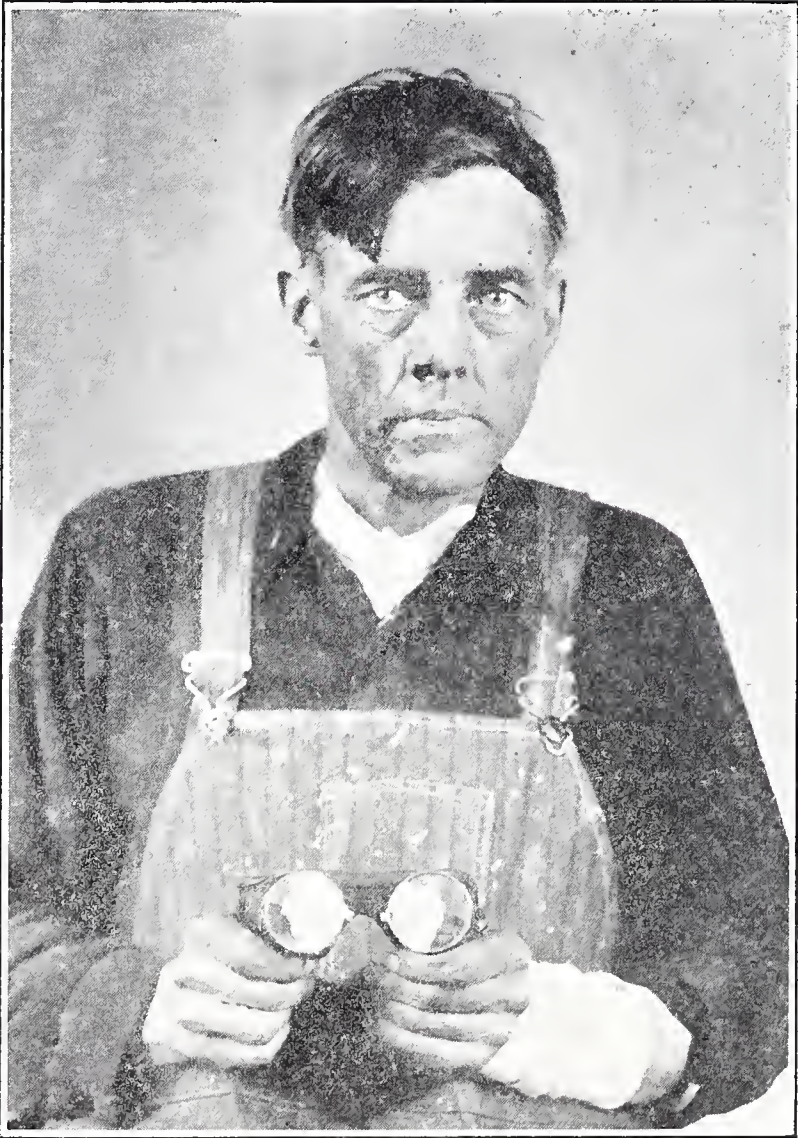
A Machine Guard Was Removed and not Replaced.
The Operator Started Work on the Machine.
He Did not Replace or Report the Guard.
A Fellow Employee Who Noticed the Condition Said
and Did Nothing.
He Did Stop Backward.

His Clothing Caught.
Foot Was Drawn into Gear.
The Picture Shows the Shoe and Gear.
The Foot Is not Nice Looking.
"Sorry I Did not Think" Is a very Unsatisfactory
Consolation.



directly disobeyed ordinary rules and the dictation of common sense; conditions impossible to foresee. Such conditions and result is in the photograph of shoe and gear.

Even under the somewhat ideal conditions mentioned above, the Erie Works has not been without its quota of minor and serious accidents. All of these are ordinarily traceable to one of two conditions: negligence on the part of the injured person or lack of instruction or cooperation on the part of someone else. The value of such cooperation is vividly illustrated by the photograph below. The goggles which this man holds in his hands are practically covered with molten metal, which would have seriously, if not fatally, injured one or both of his eyes if he had not cooperated by always wearing his goggles. Just the opposite of this condition is illustrated by the photograph, where a man put on a pair of gloves



The Goggles Which This Man Holds in His Hands are Almost Covered with Molten Metal.

and operated the machine under conditions directly contrary to instructions. The hand which was in the glove did not look very much better after the accident than the glove does.



The Hand That Wore This Glove Did not Look Much Better After the Accident than the Glove Does.

The study of conditions convinced us years ago that education of the individual is the only way to cut down the number of accidents. As mechanical safeguards are installed, the education of the individual should be continued. We know that mechanical safeguards cannot be eliminated, even though the large percentage

of accidents is due to other causes. Since, however, the education of the individual is of major importance, we have done everything possible to extend this feature of the work.

A brief resume of the history of our safety committee will be of interest in this connection.

When the work was started, the Erie Works consisted of two comparatively small buildings with three or four hundred employes. At this time, the safety organization consisted of the safety engineer, who took care of all inspections, the making up of all safeguard plans, and the following up of the installation by the Millwright Department. As the number of employes and the number of buildings increased, the safety organization expanded. At the present time, it consists of the safety engineer, inspector, and a varying force of men, who spend practically all their time taking care of the installation and maintenance of guards. The expansion of this work, however, has been even greater in connection with education. The Erie Works has cooperated with the Erie Safety Council since its organization; the safety engineer of the Erie Works serving first as secretary and later as president of this Council, and at the present time as a member of the Board of Directors. It has been our feeling that, by assisting as far as possible in the work of the Council, we are assisting ourselves. First, by the interchange of safety ideas made possible by the discussion at the meetings, and by the inspections of the various plants; and second, by interesting the public in safety. And since our employes are in truth a part of "the Public", we feel that any work which influences them is of benefit.

For the past several years, we have been especially endeavoring to carry this work more and more to the school children, realizing that there is only the difference of a year or two between the child in school and the young man or woman coming to work in our organization. Under these conditions, we feel that if we can drive home the safety idea during the school age that it will react to our benefit when the individual becomes a fellow worker.

Another indication of the growth in our safety organization in the Works is that at the present time the plant is arranged into eight divisions, with a safety committee in each division, consisting of six representatives; three selected by the men themselves, and three appointed by the management. These persons hold their positions on the safety idea during the school age that it will react to our benefit. The meeting is held every month, or oftener on call. The meeting is devoted to reports by the individual members; to inspection trips throughout the plant, in departments other than those represented by the individual; also, to discussions and to the making of recommendations, covering reports concerning efficiency, economy, safety, and education which have been referred to the committee by individuals or by the management. The safety engineer acts as secretary of these committees, and is responsible for following up the minutes of the meeting, and securing necessary action or reports from the various departments, concerning suggestions of the committee referring to that department.

The Erie Works safety committees are represented by the safety engineer on the general safety committee, in conference with the safety committee representatives of all the other Works of the Gen-

eral Electric Company. Questions and suggestions of a general nature are studied and decided by the General Safety Committee.

Very often, in addition, special questions affecting only one of the Works are discussed, and the advice of the General Safety Committee followed in working out the problem. In general, all experimental work of this nature is tried out under the guidance of the General Safety Committee in the Works where the facilities are most suitable for providing data covering all conditions for the particular subject under consideration. The results of such investigations are broadcasted to all the Works for their use.

Following out the idea that education is of benefit, the safety committee arranges to have a class twice a year in each of the eight divisions of the Works, when a lecture and demonstration of the Prone Pressure Method of Resuscitation are presented. Inasmuch as this method of resuscitation is equally applicable in a case of drowning, gas asphyxiation, or electric shock, we desire to have as large a number of employes as possible trained in it. The classes are composed of foremen, superintendents, and workmen, fifteen to thirty-five in a class. About twenty minutes is devoted to an explanation of the work. A sufficient length of time is then taken to give actual practice, both as a patient and as an operator, to everyone in the class. It is our feeling that the actual personal experience of both operating and being a patient for the operator is the most valuable part of the classwork. Operating gives the individual a very good idea of the positions and movements, while being a patient gives him a real appreciation of the results of the operation.

During the past few years, something like two thousand people have been in these classes. Last year one of our employes was presented with an "Innall Medal" for his work on a case when one of our men was shocked. We know of, at least, six other cases where men who received the training in our Works have resuscitated cases of drowning, and electric shock, after they have left our employ.

With reference to the above, we would urge that in every plant, as far as possible throughout the State, similar classes be held in order that the individuals may be ready when the emergency arises. Many of us go to the seashore or lakes for our vacations. In case of accident, will you know what to do, and how to do it? The Prone Pressure Method of Resuscitation is easy to learn, can be used by a boy or a girl to resuscitate a grown person, and the method should be known as far as possible by every individual in our Commonwealth.

In speaking of our safety education, it should be kept in mind that this applies to every individual, both in the industries and in the homes. There has been a tendency during the past few years to neglect or disregard entirely the idea of individual responsibility. Too many persons have taken the attitude that they do not even need to look out for themselves, but will do as they please, and expect their good luck to carry them through. In case this luck fails they seem perfectly willing to take the attitude that the community or the Commonwealth must take care of them. Considering the exact reverse idea, we, as individuals, can see the advisability of not only doing everything possible to take care of our-

selves, but also to help our fellows, and then we revert to the idea of individual responsibility. This is particularly true in connection with the safety work because we must not only be responsible for, or thinking of, our own actions, working conditions, etc., but we must also, in many cases, keep in mind the actions of our fellow workmen, both to protect ourselves and to protect them against the results of carelessness.

One of the benefits received from inspection visits in other plants is that the varying conditions are impressed upon us and we appreciate more fully the care which must be taken to make these conditions safe.

In many industries there are a great many processes or operations, working simultaneously, and in the industry as a whole, there are many possible hazards. The ordinary individual, however, is working on a particular operation, and for this reason, is exposed only to the hazards of that particular job. On this account, a comparatively small amount of study indicates the hazards on his job, with the result that the work is laid out so as to make it as safe as possible. It only remains for the individual himself to keep the proper working conditions in mind and he is safe. If, however, during working hours, he allows his mind to go "day dreaming", then on practically any job there is a possibility of a more or less serious accident.

The foreman has many responsibilities, but we are beginning to feel that one of the most important of these is that he shall have in mind some of the psychology of accident conditions. If he sees one of his men absent-mindedly or thoughtlessly doing his work, he should know that there is in that condition a potential accident. This condition may appear in the form of spoiled work, it may appear in the form of a lessened output, or it may appear in many other ways. In any case, if the foreman is educated to an understanding of the results of such conditions, he will not only check up on account of a change in production, but also on account of the possibility of eliminating the potential accident which most assuredly exists.

The safety committee of the Erie Works is continually trying to impress upon the individuals the idea that every accident is a potentially serious one. For this reason, a cut finger, or a scratched hand should be taken to the hospital for proper dressing. This apparently minor injury, if unprotected, may result in blood poison and loss of life, an example of the potential seriousness of a minor injury.

In concluding our story, we cannot call attention to any phenomenal reduction of accidents during the past few years. We can, however, show that we have continually endeavored to hold our accidents to a minimum, our safeguards to a maximum of efficiency, and have presented our educational program to all of our employes, from the lowest to the highest.

Our safety organization was started with a very few employes and adapted to that number. As the number changed, the organization has also changed, and we want to illustrate by this that it is perfectly practical, and results justify the claim, that a safety

organization in any sized industrial works is feasible. We take this opportunity, also, of expressing our belief that the small plant as well as the large plant should have a working safety organization adapted, of course, to its particular size and needs.

As a result of our educational work, the majority of our employes understand the underlying reasons for the safety work, and we are glad to say that they are cooperating in the work. The interest shown is due largely, we are sure, to the clear understanding of the reasons for the work. If a person does not understand why he is asked to do something, his interest is not aroused, and he does not do it unless he is forced to. On the other hand, if he is interested, he will do that thing, even though it is not absolutely required.

WHERE SAFETY IS CREED

By Otto G. Hitchcock,
Hays Manufacturing Company,
Erie, Pennsylvania.

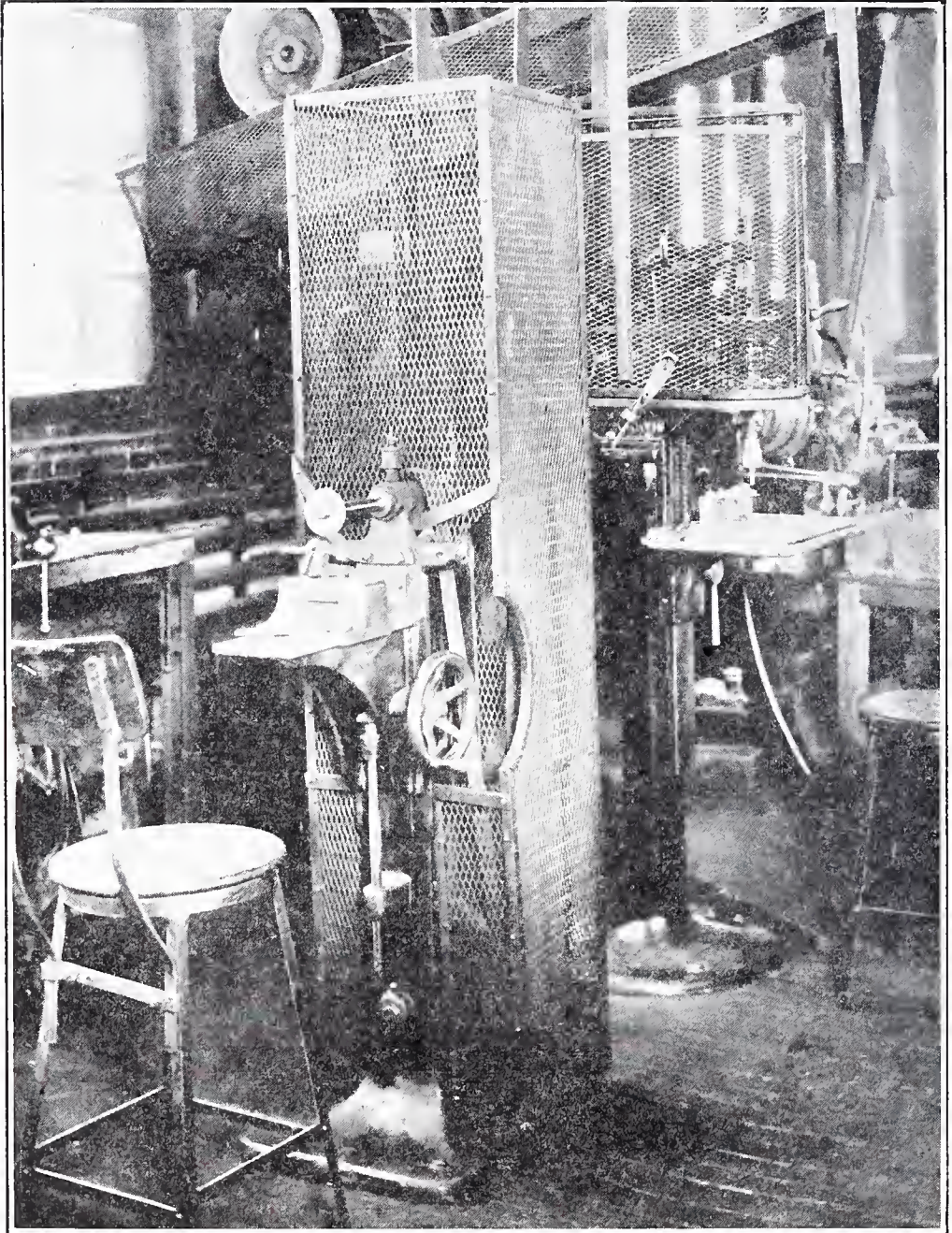
Organized safety in the plant of the Hays Manufacturing Company dates back to the year 1915. Prior to that time the safety work that was done was merely to guard the places presenting extremely hazardous conditions, but little thought was given to the greater service of making every operation as fool-proof to accident as possible.

In 1915, it was found necessary to bring about a better understanding among the departments, and so we organized what we termed the Hays Efficiency Club. The object of this organization and its scope may, perhaps, be best explained by quoting from the constitution:

"Section 2. The object of the Hays Efficiency Club shall be the development of thorough organization work between the management, salesmen, office force and each factory department, that each will have a better understanding of the other's problems; a free and frank discussion of department troubles, eliminating personal feelings; cooperation solely for the plant and its production; appreciation of a higher standard of factory conditions, and a product highly commendable for service and appearance; a forum for the discussion of helpful and timely subjects, with proper regard to health and welfare work, also stimulating the social side for the good-fellowship of the club's enrollment."

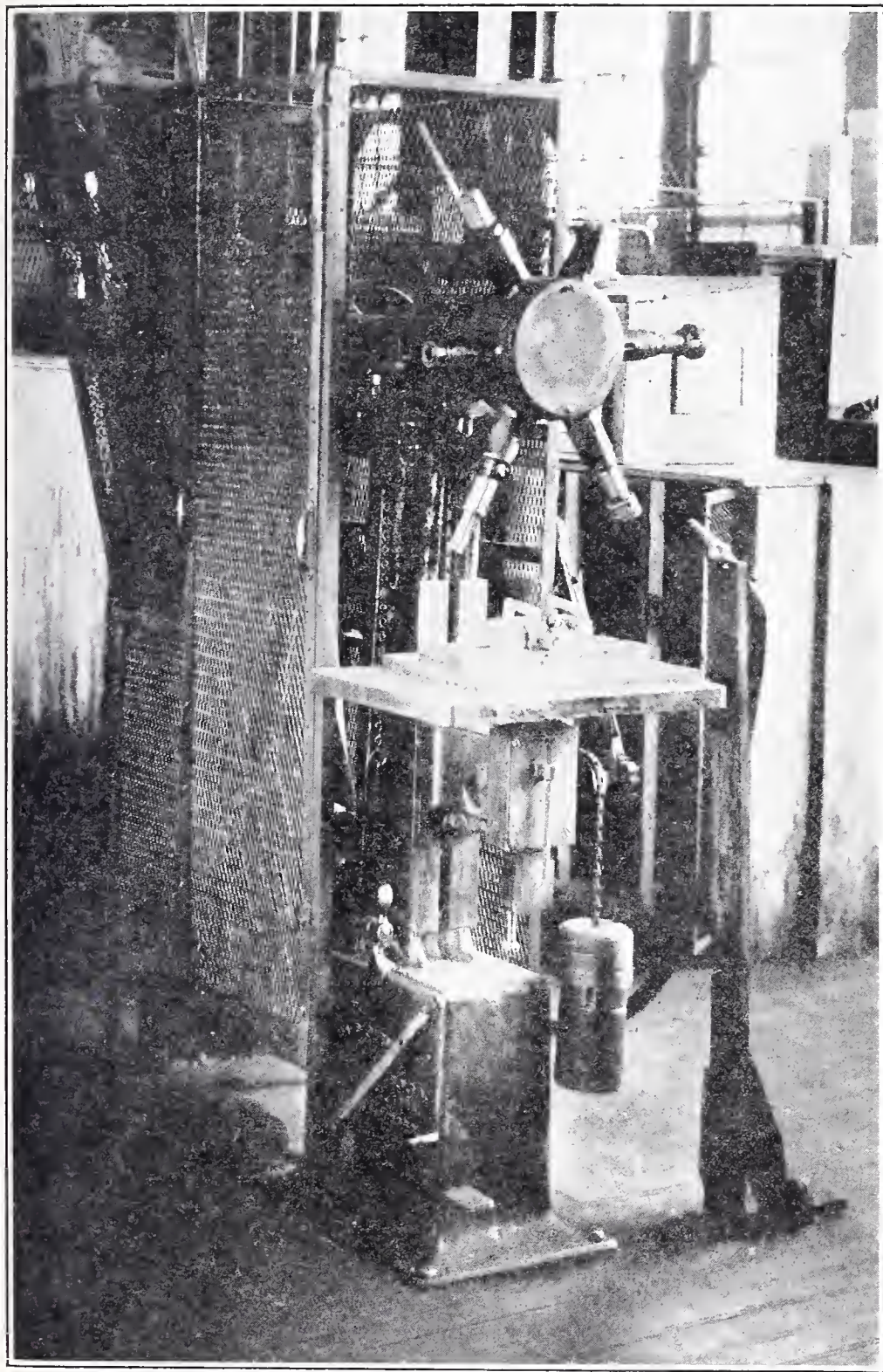
It was definitely provided in the constitution of this club that the members select a Safety First Committee from its membership. The duty of this committee is to report at each monthly meeting the results of its inspections of the plant. In this way attention is directed to every possible hazard. After submitting a written report of its inspection trips with recommendations to the manage-

ment, authorization is usually given to proceed at once to provide proper protection, not only for machinery, but also for places where accidents might occur. In carrying out this guarding program, the committee is governed by the safety standards of the Department of Labor and Industry.

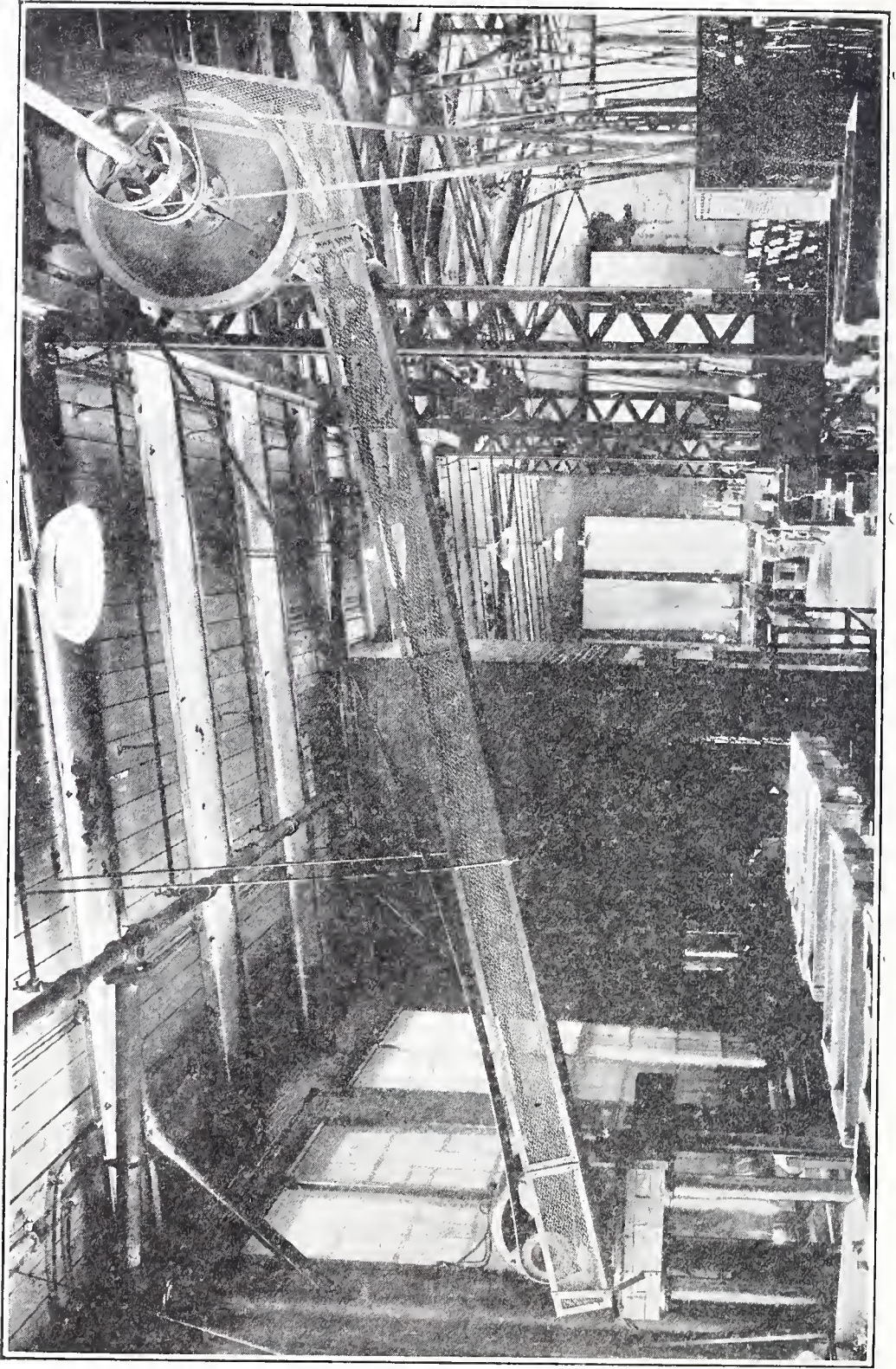


A Completely Guarded Chaser Grinder and a Completely Guarded Tapping Machine.

In looking back over the development of the safety idea and its real value to humanity, it is interesting to note that at first, safeguarding machinery and safe practices were considered more or less compulsory, but as subsequent Safety Committees were appointed from year to year, a desire to be of service became their inspiration.



A Completely Guarded Vertical Turret Boring Machine.



Guarding of Overhead Belt.

Prior to 1915, there is no record of any serious accident, but the thing that stands out in our records since that time is a tremendous decline in the number of minor accidents.

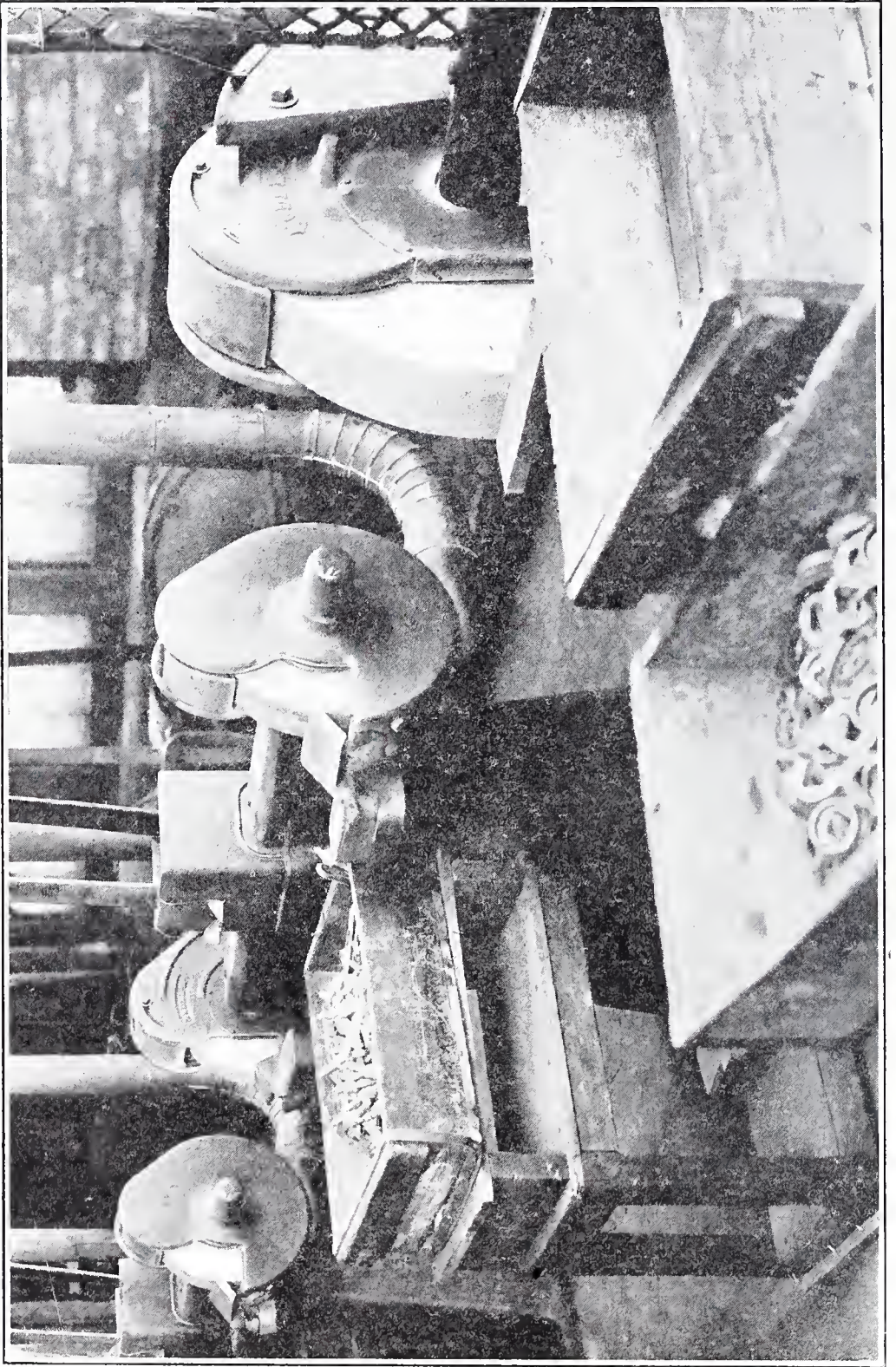
Together with this Safety First Committee there is a cooperating committee, known as the First Aid Committee. This committee saw to it that in various locations throughout the plant fully equipped first-aid cabinets were provided, with someone in charge, competent to do minor first-aid dressing. It then became necessary to put on a thorough campaign throughout the plant, in all its departments, to see that every employe who was injured, however slightly, be sent to the first-aid station. It is gratifying to note that we have not a single case on record of an employe developing a case of blood poisoning after receiving first-aid attention. At first, injured employes did not appreciate the value of this service and had to be, more or less, driven into its use, but now, of their own accord, they seek the service of this departmental work.

The installation of some very unique and interesting guards as the solution of problems presented are shown in the photograph. In this picture is shown a completely guarded chaser grinder and a completely guarded tapping machine. All moving parts in the two machines are completely guarded. These guards are all built with one inch channel iron frames and the guards are $\frac{3}{4}$ inch diamond mesh expanded metal. Where it is necessary to get at a working part or at the belt for repairs, a portion of the guard is hinged or suspended so as to be removed and replaced when the necessary repairs have been made.

In this picture is shown a completely guarded vertical turret boring machine. It not only covers all working parts but is a complete belt protection. This picture also shows a side guard suspended with hooks from the top and supported by lug at the bottom so that it can be removed for repairs and easily replaced.

This picture shows the guarding of overhead belt. The guard is suspended under an 8 inch double ply leather belt. Typical construction is used on the several other overhead belts throughout the plant. These guards are constructed by using 2 inch channel iron for the frame work and, like the other guards, are uniform in the use of $\frac{3}{4}$ inch diamond mesh expanded metal. The centre or principal length part of this guard is permanently suspended from the ceiling, and the pulley end is hinged so that it can be dropped down and permit any repair work to be done on the belt. Likewise, the end at the motor pulley is hinged so as to permit easy access for motor repairs.

In the illustration showing the grinding machines, the manufacturer is furnishing proper guards for the emery wheel, and also protection over the end of the spindles. In addition to properly guarded grinders, we have provided adequate suction system to remove all the emery grindings so that we have a perfectly clean room in which to work. During the past few years, the leading manufacturers throughout the country have recognized the value of safety and have provided many safeguards which the old-time manufacturers never thought necessary. This is another symptom that safety has become a creed.



Guards on Emery Wheel and also Protection over the End of the Spindles



A Typical Bulletin Board.

In order to get the employees to appreciate the value of this guarding system a great deal of time had to be spent in educational work. At the beginning, the men did not appreciate the benefit to themselves, and if a guard was a little unhandy, they would remove it, creating a liability which the guard was intended to prevent. In carrying on an educational campaign, we had the help of the Efficiency Club members who saw that guards were in place, talked safety, and used safety posters with pictures. The latter were easily

HAYS MANUFACTURING CO. BULLETINS AND WORLD EVENTS



What Millions Saw During Eclipse

Top: Series of lunar views of the moon's disk between the sun and the earth taken at New Haven, Conn. Center: The path of the eclipse across the U. S. Bottom: A photo diagram showing just what happened during the surprising spectacle.

DAVID HAYS MANUFACTURING CO. LATEST ISSUE



THE WORLD WAR taught every honest, church-going man and woman in America that there is one basic on which all Americans are united—service to God and Country. Men of all walks in life met on this common ground in The American Legion.

Franklin D. Roosevelt, President of The American Legion



How many
Careless
things can one do
Before
having an
Accident
?

For Safety Sake!
Don't disregard Breath Tests
Don't disregard Fire Prevention Belts
Don't disregard Accident Prevention Pads
Don't disregard Any Safety Device
Don't disregard Any Danger Signal
Don't disregard Safety Orders
DON'T TAKE CHANCES

IF
IT
IS A SURE BET FUTURE
NEVER INTENDED MAY
TO BE CARELESS
"SELF PRESERVATION
IS THE FIRST
LAW OF NATURE"

Don't make sayings:
"The cause of prevention
is worth a pound of cure"
"If stick in your nose, pull it out"
"I look before you leap"
"Think before you act"
"SAFETY FIRST"

You
Can't
Climb
S
A
F
E
T
Y
When
Careless

SAFETY FIRST

A
ND the end is that the workman
shall live to enjoy the fruits of his
labor. That his mother shall have the
comfort of his arm in her age. That
his wife shall not be uncertain a widow.
That his children shall have a father,
and that orphans and homeless wrecks
who were once among men, shall no
longer be a by-product of industry.

YOU
would feel pretty safe
if you always knew just
what some one else was
going to do.

Increase your factor of
safety by educating your
associates to play safe,
whether on the street, at
home, at work or play.

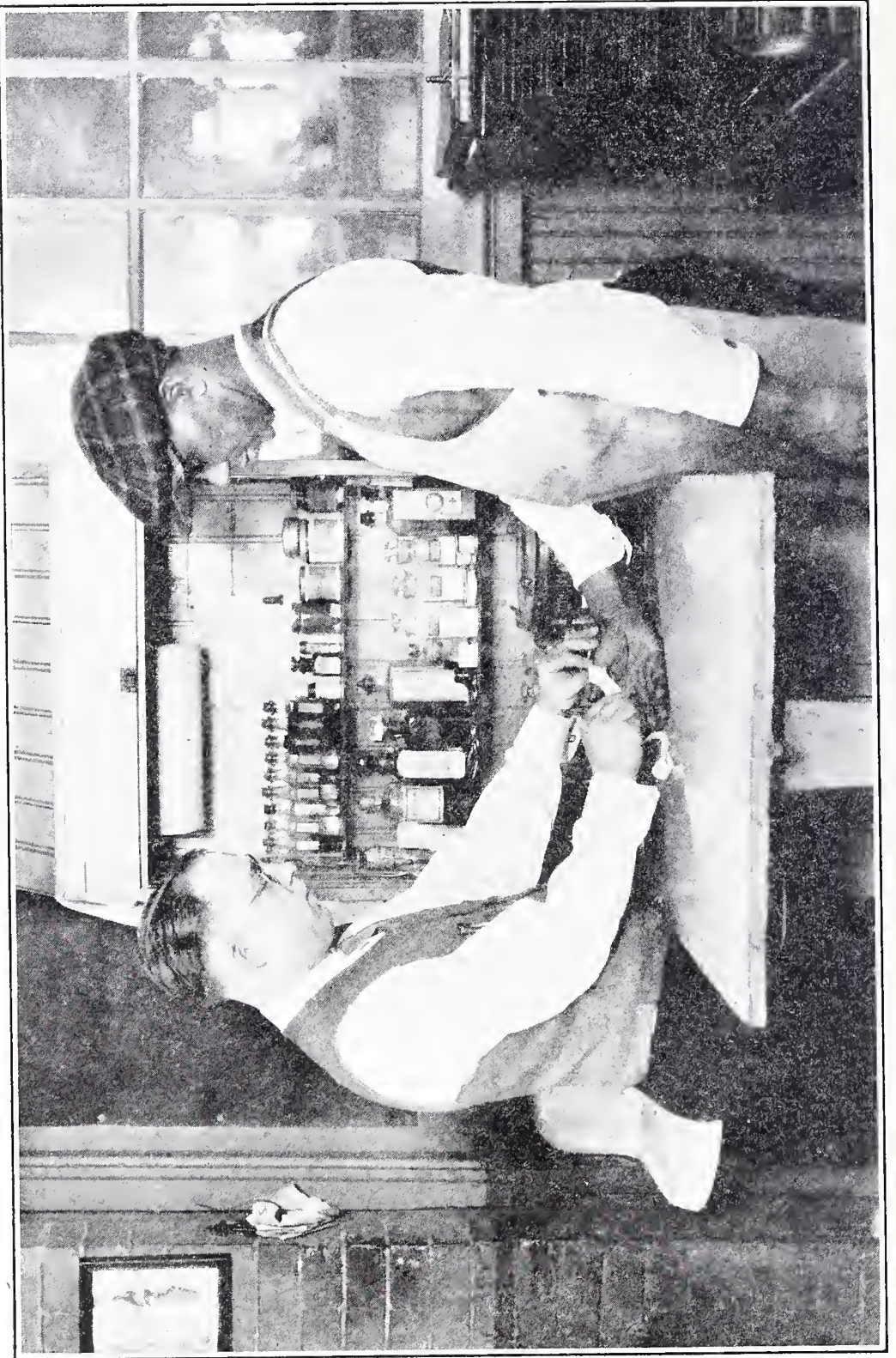
"An ounce of prevention is
worth a pound of cure."

Every safety device is the cause of Prevention.
Look before crossing Streets or Railroads is the
cause of Prevention.
Don't take chances is the cause of Prevention.
First Aid treatment for minor cuts and bruises
is the cause of Prevention.

ARE YOU AS
CAREFUL
YOURSELF
AS YOU EXPECT
OTHERS
TO BE
?

HASTE and SPEED

Will Speed
MAYN A GOOD DAY
BE CAREFUL



First-aid Station.

understood and in many cases reached home. They were frequently changed in order to keep up interest in them.

This picture shows a typical bulletin board. The posters are furnished by the National Safety Council. This bulletin board is protected by a swinging glass front which keeps the bulletins fresh and clean at all times. On another bulletin board we carry daily photographs of world events or other helpful matter, and thus keep everlastingly before the men the safety poster.

The illustration of the pay envelope is an example of the educational work which is continually kept up. The safety thought is changed every two or three months. We assume that the greater percentage of these pay envelopes reach the home and are called to the attention of the members of the family. The need for safety, particularly of the bread winner, is in this way emphasized.

In leading up to the real service rendered by the First-Aid Committee: each employe, either voluntarily or by compulsion goes to the first-aid station to have minor injuries attended to. These first-aid stations are supplied with all that is necessary for the first-aid work only. The cut shows one of these stations. The person in charge makes records of all such first-aid treatments. These are kept on blanks, as shown in the illustration. The same text that is on the face of this blank is given on the reverse side in several languages. Should the person in charge of the first-aid station feel that anyone coming to him needed medical attention, he sends him immediately to the plant physician.

ACCIDENT REPORT.

Form 228

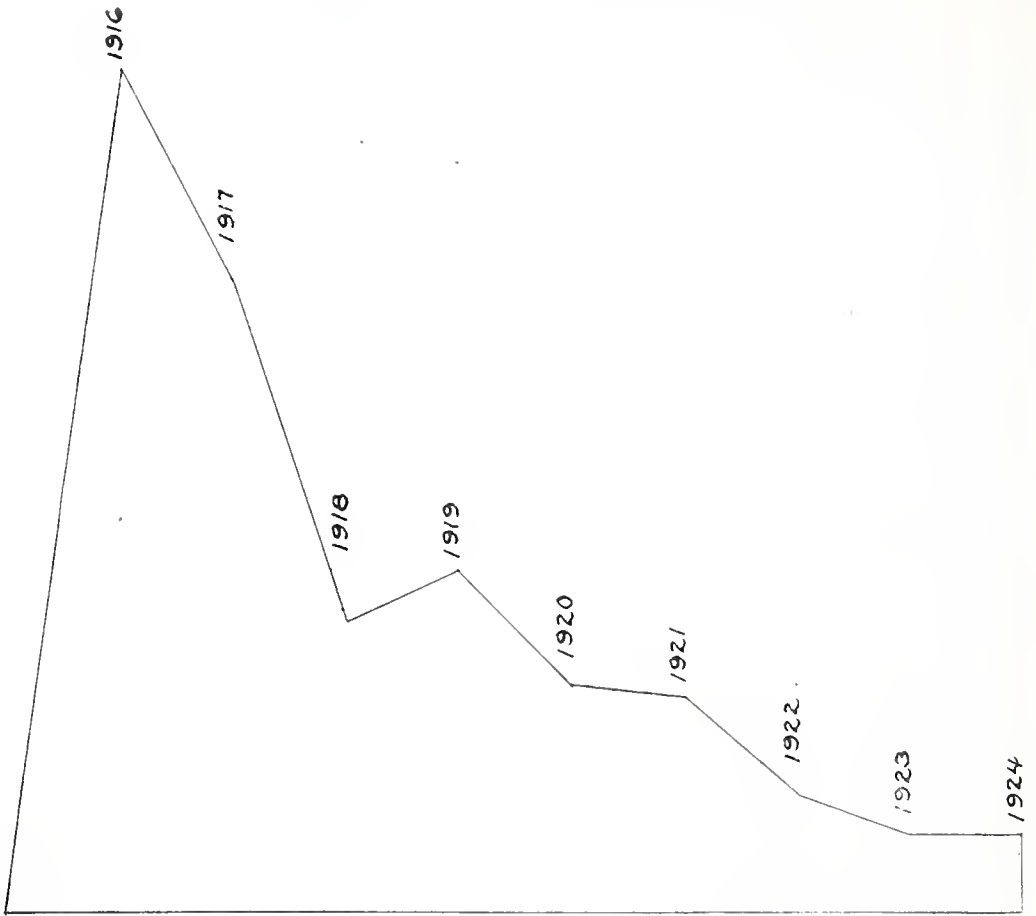
Name No. Age.....
 What was injured doing at time of accident?
 Date19.....HourPlace
 What does injured claim to be cause of accident?

 Above statement heard by
 Nature and extent (give details)

 Who rendered first aid?
 Who rendered surgical aid?
 Taken home, to hospital, or back to work?
 Foreman in charge
 WitnessesInjured sign here.....

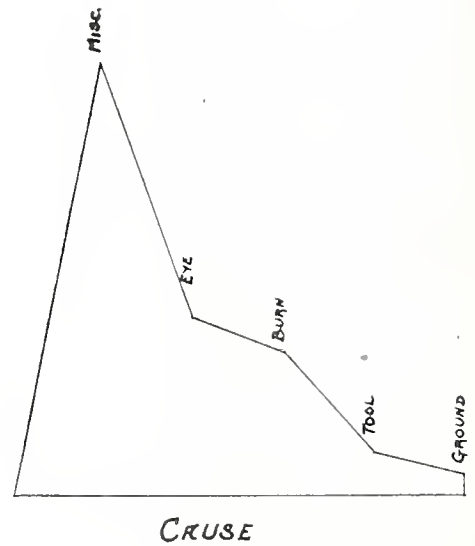
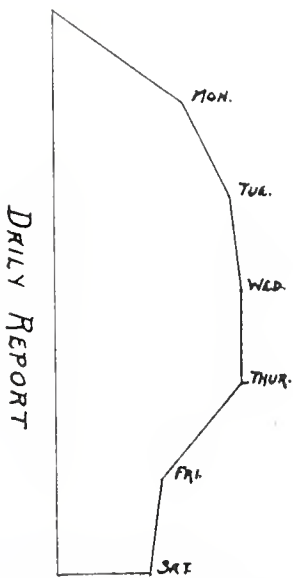
While it has been the experience of the Hays Manufacturing Company to be entirely free from major or serious accidents, the real value of what has been accomplished in the way of accident prevention is best illustrated by two of the several charts kept by this Safety-First Committee.

The chart here given shows that at the end of our first year of Safety First organization, 1916, the peak load as to the number of minor accidents throughout the plant prevails. Following this peak load you will see that the chart speaks for itself, showing but one year when there was a slight increase between 1918 and



YERRLY REPORT

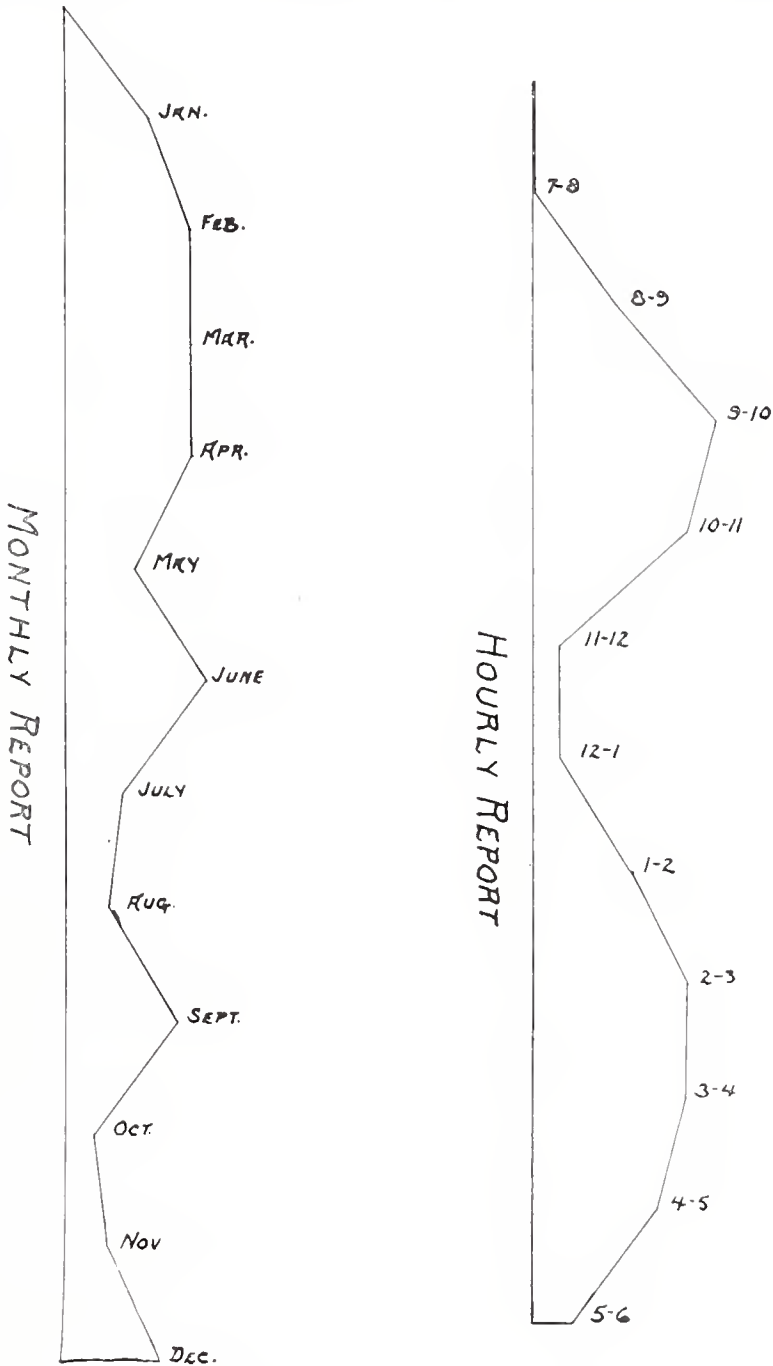
Chart of Safety-First Organization.



Charts Show Interesting Side Lights of Safety Work.

1919. The percentage of decline between 1916 and the close of 1924, of first-aid treatment is 90 per cent.

These samples of charts are given because they are very interesting studies in safety work: to try to find out where peak periods occurred, either throughout the year or throughout the day, or at any particular hour; to seek the cause of such peak periods; and



by keeping careful tabulation, to find out whether these peak periods can be reduced by various regulations of health and safety measures throughout the plant.

Well-organized safety work becomes intensely interesting and of vital importance in the matter of accidental reduction and the safeguarding of the human element, which, by the way, is the most valuable asset in any enterprise.

Not only has the value of safety been made apparent to the several committees that have followed the safety work in this plant, but it has made them appreciate its city-wide application and caused them to become identified with the Erie Safety Council. In consequence of the work of this Erie Safety Council, the city of Erie stands first in the prevention of street accidents among all the cities of its size throughout the United States.

The Hays Manufacturing Company is glad to add its portion to the combined effort throughout the State to make Pennsylvania one of the safest states in which to work.

SAFETY WORK AT THE HAMMERMILL PAPER COMPANY

By Walter A. Gleason,
Director of Safety.

Accident prevention work in paper mills does not have the curse of monotony. Hazards peculiar to lumber camps, stone quarries, boiler factories, machine shops, planing mills, and general construction work are added to the natural hazards of the paper-making process. This combination causes a serious problem which, without attention, would seriously impair the efficiency of the mills.

From the very beginning of the Hammermill Paper Company in 1898, safety was considered of first importance. Even at that time, when missing fingers were considered a badge of the paper makers' trade, consideration of the health and lives of the employes took priority over other matters. Whenever accidents occurred they were carefully analyzed. From this analysis lessons were drawn and measures adopted to prevent similar accidents. In the early years, this policy was followed regardless of the complaint of the liability insurance companies. In those days, safeguarding places where men had been hurt was considered by some employers as an admission of liability before the law.

With this excellent beginning, which was far ahead of the common practice of the time, safety work at Hammermill was systematized and a man put in charge who was trained in the work of accident prevention. It was his duty to anticipate injuries and take measures to prevent them. In this way the old costly method of trial and error was superseded by a new and better practice.

Today there is a safety director who has charge of all safety work about the plant. Under his supervision is a crew of skilled mechanics who erect safeguards, make repairs that are necessary to the health and welfare of the workers, and keep on the alert to notice any unsafe practices that might result disastrously. In addition to this practical work a steady stream of educational material is being supplied to the workers through the plant magazine and the bulletin boards. A general safety committee that has representatives from all departments also meets to pass on suggestions and discuss accident prevention work.

This progress was not instantaneous. Present efficiency came after long years of study and intelligent planning. Before constructive work along this line could be started, it was first necessary to secure reliable data. The days lost on account of accidents were carefully recorded for each department. By analyzing the accidents, the manner of injury, the part of the body affected, and the hours of most frequent occurrence were learned. From this the frequency and severity rate of accidents in any part of the mill became known and steps were immediately taken to lessen them with the idea of eventually eliminating all injuries if such a thing is humanly possible. This has resulted in the placing of mechanical safeguards at all conceivable places where accidents could possibly occur. There still remains the human element, the enigma of teaching men to take care of themselves. Persistent and well-directed educational material is helping in this respect.

Safety campaigns, extending over a period of one month, have been held each year. The purpose of these campaigns is to re-awaken the interest in safety. This is done by holding some sort of departmental contest. During the last campaign a department was required to go the entire month without a lost-time accident and submit the greatest number of safety suggestions in order to win. This stimulated a rivalry that was more productive than cash awards have proved to be. The winning department was presented with an inexpensive banner bearing the words, "WINNERS OF THE 1924 SAFETY CONTEST." At this time the attention of the employes was naturally centered on safety work and an excellent opportunity was given to put over an educational program. Suggestion boxes, placed at advantageous points throughout the plant, give the men a chance to make suggestions at any time. Many valuable contributions are received in this way. Every effort is made to keep the importance of safety work constantly before the working force, and a special effort is made to impress the necessity of this work upon the new employee.

Before a man starts to work at Hammermill, he is asked to submit to a thorough physical examination. Selection and not exclusion is the idea of this practice. It is essential to know if a man is physically fit to do the kind of work for which he is applying; it is more important to prevent accidents than it is to show great concern after a man is injured. This examination also benefits the applicant. If he has slight physical defects that can be easily remedied, he is put to work as soon as the remedy is effected. If his defects are of slight degree and do not interfere with certain types of jobs, he is placed on such work when possible. If his defects are such that they cannot be corrected, and it would be unsafe to employ the man for his own good and that of his fellow workers, he is frankly told of his condition.

An adequate medical department has been provided with a nurse and physician in attendance. Employes are urged to report all minor injuries without delay. Besides caring for those who have received actual injuries, the medical department also does educational work in preventive medicine. Personal contact with certain men who seem to be subject to accidents gives an opportunity to encourage them to avoid recurrences where carelessness seems to be a factor.

After a new man has passed his examination, he is introduced to his work by reliable men thoroughly versed in the practice of safety. He is shown good, substantial safety guards properly made for his protection. They are so constructed that the work may be carried on without additional effort which insures their continued use and really aids production.

Safeguards have been erected far in excess of the requirements of the State code. Experience has shown that this is not a needless expenditure but a real economy. This practice has resulted so favorably that only two injuries in the past two years can be even indirectly traced to the lack of guards on a possible existing hazard. To mistakes in judgment, thoughtlessness and carelessness on the part of the injured can be attributed the remaining accidents.

A sound policy, originated at the very beginning of the Hamermill organization, has paved the way for effective safety work. Today it is a matter of principle to hold anyone accountable who tries to get production at the expense of safety.

PENSION PLAN OF THE ELECTRIC STORAGE BATTERY COMPANY

Philadelphia, Pennsylvania

(In effect July, 1922—Amended April, 1924)

Many manufacturers have instituted pension plans for their employes of long service. According to their different viewpoints their pension plans vary greatly. We present here the pension plan of The Electric Storage Battery Company of Philadelphia. It is the intention of the Department of Labor and Industry to publish other insurance or pension plans of other companies in this bulletin from time to time for the purpose of comparison.

This deed and declaration of trust made this 11th day of July, 1922, by and between The Electric and Storage Battery Company, a corporation of New Jersey, having a place of business at Philadelphia, Pennsylvania, hereinafter called the Company, and The Pennsylvania Company for Insurances on Lives and Granting Annuities, a corporation of Pennsylvania, having a place of business at said Philadelphia, and J. R. McAllister and Herbert Lloyd of said Philadelphia, hereinafter called Trustees, witnesseth:

Whereas, the Board of Directors has approved the following Plan for granting pensions to employes for long and faithful service in the Company, and has established a fund for this purpose:

1. Administration. The administration of the pension fund shall be in charge of a Pension Board consisting of seven members who shall be heads of departments or officers of the Company and shall be appointed annually by the Board of Directors of the Company to serve for one year and until their successors are appointed and shall qualify. The Pension Board may make and en-

force rules for the efficient administration of the pension fund, subject to approval of the Board of Directors.

II. Officers. The Pension Board shall elect a chairman and a secretary from among its members.

III. Quorum. A majority of the Pension Board shall constitute a quorum, but a majority vote of the Pension Board shall be necessary for all purposes.

IV. Pension Fund. The Trustees shall be the custodians of the fund and of such additions thereto as may be made from year to year by the Company.

Payments from this fund shall be made only in accordance with and by direction of the Pension Board.

V. Eligibility. The Pension Board shall at the request of the employe, or the Pension Board may upon its own initiative, retire on pension any employe who is eligible as follows:—

(a) Male employes who have been twenty-five or more years in the service and have reached the age of seventy years.

(b) Male employes who have been thirty or more years in the service and have reached the age of sixty-five years.

(c) Male employes who have been thirty or more years in the service and have reached the age of sixty years.

(d) Female employes who have been twenty-five or more years in the service and have reached the age of sixty-five years.

(e) Female employes who have been thirty or more years in the service and have reached the age of sixty years.

(f) Female employes who have been thirty or more years in the service and have reached the age of fifty-five years.

VI. Disability. Any male or female employe who has been fifteen or more years in the service may, at the discretion of the Pension Board, be retired from the service and receive a disability allowance because of permanent disability and incapacity for work. Examinations by the Company physician or by a physician approved by the Pension Board will be required of an employe receiving a disability allowance under this Section.

VII. Temporary Absence. A temporary lay-off on account of illness or reduction of force shall not be deducted in computing the length of service, but when such absence exceeds six consecutive months the entire absence shall be deducted in computing the length of service.

VIII. Amount—How Computed. The pension allowance which the Pension Board may authorize to be paid monthly to a retired employe on account of eligibility through service and age, will depend on two conditions: (1), the number of years the employe has served the Company, and (2), the amount of the employe's average yearly earnings for the ten consecutive years of highest earnings, including all salary, wages, and bonus, but not including compensation for injury or sickness whether awarded under workmen's compensation laws or otherwise.

The average yearly earnings for the ten consecutive years of highest earnings will be determined as one-tenth of the largest total amount of earnings for any ten consecutive calendar years.

Under classes (a), (b), (d) and (e) of Section V pension allowances to be paid monthly will be computed by multiplying one-

twelfth of $1\frac{1}{2}$ per cent. of the average yearly earnings—as above determined—by the number of years of service.

Disability allowances to be paid monthly under Section VI will be similarly computed.

Under classes (c) and (f) of Section V pension allowances will be similarly computed, but using as applicable years of service the actual number of years of service less the difference between the employee's age and sixty-five years under class (c), and sixty years under class (f).

No pension allowance or disability allowance shall, however, exceed the rate of Five Thousand Dollars (\$5,000) a year.

IX. Payment. (A) Pension allowances and disability allowances shall be payable on the first day of each calendar month from the date of retirement, and shall cease at the death of the employee.

(B) Payments of pension allowances and disability allowances may, at the discretion of the Pension Board, be made to a guardian or member of the family for the benefit of the employee. Pension allowances and disability allowances shall be non-assignable, and an attempted transfer or pledge of the same shall not be recognized by the Pension Board and may, in its discretion, work a forfeiture thereof.

(C) Payments of pension allowances and disability allowances may be suspended or terminated by the Pension Board, in cases of gross misconduct or of acts prejudicial or injurious to the Company's interest.

(D) The acceptance of a pension allowance shall not debar any retired employee from engaging in any other business which, in the judgment of the Pension Board, is not prejudicial to the interest of the Company or of any affiliated or subsidiary company, but such employee cannot re-enter the service without the consent of the Pension Board.

(E) Payments of disability allowances because of permanent disability and incapacity for work may be suspended or terminated by the Pension Board in the event of recovery sufficient, in the opinion of the Pension Board, to justify such action.

The Pension Board may suspend, terminate, or reduce a disability allowance if the employee receives compensation, under workmen's compensation laws or otherwise.

X. How To Secure A Pension Allowance Or A Disability Allowance. An employee wishing to apply for a pension allowance or a disability allowance should first take up the subject with the superintendent or head of the department in which the employee is serving or with the secretary of the Pension Board.

XI. No Contractual Rights Conferred. Neither the establishment of this plan, nor the granting of a pension allowance or a disability allowance, or any other action now or hereafter taken by the Pension Board, or by the Officers of the Company, shall be held or construed as creating a contract, or giving to any officer, agent, or employee a right to be retained in the service, or any right to a pension allowance or a disability allowance, and the Company expressly reserves, unaffected hereby, its right to discharge without liability, other than for salary or wages due and unpaid, any employee, whenever the interests of the Company may

in its judgment so require, provided, however, with respect to pension allowances only, that any employe who becomes eligible to a pension allowance shall in no case be deprived of such eligibility no matter what such employe may thereafter do and whether such employe thereafter be retained in or be dismissed from the service.

And Whereas the Company has contributed the sum* of Three Hundred and Fifty Thousand Dollars (\$350,000) in cash or in securities of that value for the purposes of the pension fund, and contemplates further annual contributions to the same.

Now, Therefore, the Company hereby delivers, assigns, transfers and sets over unto the three Trustees herein named, and their successors in the trust, absolutely, the sum* of Three Hundred and Fifty Thousand Dollars (\$350,000) or securities of that present value, and the Trustees declare that they receive and hold the same in trust for the beneficiaries under the pension plan and for the following uses and purposes:

First. The Trustees shall have the custody of all funds of the pension plan and shall invest, re-invest and keep the same invested in such safe and reliable manner, and in such investments as they shall determine to be in the best interest of the pension fund, and their act in the premises shall be sufficient evidence of their authority, and it shall not be necessary for any person dealing with them to look beyond this deed of trust provided, however, that none of said funds shall be invested in the stock or securities of the Company. In making investments and reinvestments the Trustees are not limited to first mortgages on real estate in Pennsylvania, nor to bonds of the United States or political sub-division thereof, nor to so-called "legal investments," nor otherwise than as hereinabove provided.

Second. No Trustee under this deed of trust shall be liable on account of any of the funds of the pension plan except in case loss is due to his or its own fraudulent or wilful acts or negligence.

Third. No person acting as Trustee under this deed of trust nor any member of the Pension Board shall receive any compensation from the pension fund for his services as such Trustee or as such member of the Pension Board. The corporation Trustee, however, shall be entitled to receive and shall receive proper compensation out of the fund. No trustee shall be liable except in case of his or its own fraudulent or wilful acts or negligence.

Fourth. In case of death, resignation or inability to act of any of the trustees, the Board of Directors of the Company shall choose a suitable person or corporation to fill the vacancy, and any substitute Trustee shall have the same power and authority and be subject to the same duties and liabilities as are provided in the cases of the Trustees named in this deed of trust and as if originally named as such herein, and the substitution of such Trustees shall be certified by the President of the Company in pursuance of a resolution of its Board of Directors and shall be effective from that time.

Fifth. The Trustees, out of the principle (to which interest shall be added) in their custody, shall pay such sums to or for the account of pensioners as shall be certified to them in writing by the Pension Board and such certificates in writing shall be a full and complete discharge. The remainder, if any, of all funds and ad-

*The sum was subsequently made \$400,000.

ditions thereto shall be returned to the Company, its successors and assigns by the Trustees after and upon the execution of each and every trust herein provided, and not otherwise.

Sixth. In case, for any reason, it shall be found desirable to make any addition, supplement, amendment to or changes in the pension plan provided under this deed of trust, same shall be made only after the affirmative vote of the Pension Board and after the same shall have been ratified by the Board of Directors of the Company, and certified to the Trustees in writing.

Seventh. The purpose and intention of this deed is to secure and insure the carrying into effect and performance of the pension plan herein recited.

Eighth. Any Trustee or successor may be removed by an instrument or concurrent instruments, in writing, executed by the Company pursuant to resolution of its Board of Directors and appointing a successor to the Trustee so removed, and filed with the latter and with the successor Trustee so appointed, provided that there be filed at the same time with the Company and with the Trustees so removed, respectively, an instrument or concurrent instruments, in writing, executed by the successor Trustee and accepting such appointment, and that there be paid to the Trustee so removed any money due it hereunder; Corporate Trustees to be succeeded by Corporate Trustees, and individual Trustees to be succeeded by individual Trustees.

In testimony whereof the parties hereto have duly executed these presents the day and year first hereinabove written.

The Electric Storage Battery Co.,
By Herbert Lloyd,
President.

Attest:

Walter G. Henderson,
Secretary.

The Pennsylvania Company For Insurances on Lives and Granting Annuities,

By C. S. W. Packard,
President

Attest:

E. O. Troth,
2nd Asst. Secretary.

Witness:

Walter G. Henderson.

J. R. McAllister.

Witness:

Wm. C. DuBois.

Herbert Lloyd.

SAFETY FIRST AND FIRST AID TREATMENT

By A. F. Palmer, Safety Engineer,
West Virginia Pulp and Paper Company,
Tyrone, Pennsylvania.

The West Virginia Pulp and Paper Company of Tyrone is one of the industries in Pennsylvania to recognize the value of safe conditions in its plant for its employes. Accidents will occur even when the best care is taken to prevent them, but in this plant they have been reduced to a minimum.

Thousands of dollars have been spent in guarding the machinery. The employes know that this has been done in their interest, and they take pride in keeping all guards in place and in first-class condition.

Instructions are given each week in first-aid treatment for injuries, and in the use of the pulmotor and the lungmotor. This apparatus is kept in working order at all times, and the men who have been instructed in its use are always ready to assist should occasion arise

A weekly bulletin is issued to all departments of the plant, showing the number of accidents that occurred in the previous week, the department in which they occurred, and the cause of the accident. Also, a monthly bulletin is posted in the different parts of the plant similar to the following:

SAFETY AND FIRST AID REPORT FOR JANUARY, 1925.

THERE WERE TEN (10) MINOR ACCIDENTS

PAPER DEPARTMENT—TWO (2)

CAUSE AND RESULT

- 1—PIECE OF STEEL IMBEDDED IN EYE WHILE CLEANING BEATER ROOM.
- 2—STRAINED ANKLE. SLIPPED AND FELL ON ICE.

PULP DEPARTMENT—NONE

YARD DEPARTMENT—TWO (2)

CAUSE AND RESULT

- 1—LACERATED AND BRUISED FOREHEAD. BALE OF PULP FELL FROM CAR
- 2—INJURED HIP. FELL FROM WOOD RACKS.

BLEACH DEPARTMENT—NONE

No. 3 CHEMICAL DEPARTMENT—ONE (1)

- 1—FINGER BADLY CONTUSED.

POWER DEPARTMENT—ONE (1)

CAUSE AND RESULT

- 1—SEVERE BRUISE OF TOES. LARGE POKER FELL ON TOES WHILE CLEANING FIRES.

PIPE DEPARTMENT—NONE

CONSTRUCTION DEPARTMENT—FOUR (4)

CAUSE AND RESULT

- 1—BRUISED EYE. HIT BY FLYING RIVET.
- 2—SEVERELY BRUISED GREAT TOE. FOOT TREAD OF TIN SHEARS CAME DOWN ON TOES WHILE CUTTING TIN.
- 3—IRON DUST IN EYE WHILE HANDLING RUSTY RIVETS.
- 4—LACERATED HEAD. BRICK FELL FROM SCAFFOLD.

LOST TIME IN ALL DEPARTMENTS 49 DAYS, WITH PULP DEPARTMENT, BLEACH DEPARTMENT, AND PIPE DEPARTMENT ON HONOR ROLL WITH NO ACCIDENTS IN JANUARY.

IN JANUARY THERE WAS A DECREASE OF EIGHT (8) IN THE TOTAL NUMBER OF ACCIDENTS OVER THE DECEMBER TOTAL.

GOOD NEWS

THE DEPARTMENT OF LABOR AND INDUSTRY OF THE STATE OF PENNSYLVANIA COMMENDED THIS COMPANY ON NOT HAVING ANY FATAL ACCIDENTS IN 1924. THERE WAS A DECREASE OF 23,000 IN THE TOTAL NUMBER OF ACCIDENTS IN THE STATE FOR 1924. THIS REPORT SHOWS THAT EVERYONE IS WORKING FOR SAFETY AND THE DEPARTMENT IS ASKING EACH PERSON TO COOPERATE IN FURTHER DECREASING THE NUMBER OF ACCIDENTS IN 1925.

YOU CAN HELP BY DOING YOUR PART!

The West Virginia Pulp and Paper Company believes that safety and production are twin brothers in making profits in manufacturing, and that it pays to have everything safe, and to make an effort to reduce, and as far as possible, eliminate accidents.

THE VALUE OF FIRE WALLS

By Charles J. Gotwalt, Chief,
Building Section, Bureau of Inspection,
Department of Labor and Industry.

Many persons planning to erect buildings, fail to take into consideration the value of fire-resistive materials. An architect is engaged to plan and design a building to meet the requirements for occupancy, and does not regard the danger of using combustible material.

It is important, not only that the external walls of the building be of brick, tile or concrete, but floors, ceilings, division walls, and partitions should be fire retardant. A fire wall, separating a stairway from the hallways, is valuable only to a certain extent. The fire may eat its way up through the building from the basement and shut off the entrance to the stair tower. For that reason, it is important that ceilings be fireproofed and, at least, passageways, corridors, and partitions, separating the corridors from the various rooms, be constructed of materials having fire-resistive value. Expanded metal and Portland cement plaster, used as a treatment of partitions and ceilings, are valuable in holding fire.

In apartment houses, arranged for several families on each floor, there must be two separate means of egress so arranged that both will be available to all occupants. A common corridor or central passageway, properly protected by fire walls, will enable everyone to reach the stairways or other means of egress in time to escape from fire.

Doors in stair towers, as well as in corridors, must be fireproofed so that they may serve to complete a fire-resistive enclosure. A Kalamein door of approved type, or a door constructed entirely of metal, is usually included in the specifications covering the fireproofing requirements.

Instances are many where people have been trapped in buildings in which the material was not fire-resistive, and did not hold the flame and smoke for a sufficient length of time to enable the occupants of the building to reach the stairways or fire escapes.

Separation of various parts of a building by doors of ordinary construction, and partitions which prevent the smoke from spreading throughout the corridors has been valuable in many instances. People will hesitate to go toward a stairway obstructed by smoke, fearing that they may be trapped by fire.

Builders, architects, and owners are urged to insist upon the use of fire-resistive materials wherever possible.

WORKMEN'S COMPENSATION BOARD DECISIONS

BUKEAVICH v. GLEN ALDEN COAL COMPANY.

HERNIA BROUGHT ON BY HEAVY LIFTING

OPINION BY HOUCK—COMMISSIONER.

HEARING DE NOVO

In this case the referee awarded compensation to the claimant for disability following an operation for hernia. The defendant appealed from the award, alleging errors of fact and of law. The Board ordered a hearing *de novo* and additional medical testimony was offered by both sides. The entire record is now before the Board for final disposition.

The essential facts in the case are, in the main, not disputed. The claimant was employed in the defendant's breaker and on September 12, 1921, he, with two other men, was engaged in removing a piece of board from one of the structures of the breaker. The board was two inches thick, eight inches wide, and about eight feet long. This board was nailed at one end, and the claimant and one of the men were engaged in attempting to pry it up with a bar. In this attempt, the board broke near the nailed end. The claimant testified that, after lifting the board, he felt a pain in the left groin, and had never had a pain there before. He had served in the navy about two years before and had no hernia at that time, he said. He continued to work the day out, after the accident, which happened at about 11 o'clock in the morning. He also worked the next day, which was Tuesday, and on Wednesday and Thursday. He was a shaker tender, which is not very laborious work. The work he was doing when injured was merely occasional repair work. On Wednesday, the claimant noticed that he had a swelling in the groin. He was unable to continue at his work after Tuesday and consulted a physician; in accordance with the doctor's advice, he entered a hospital and was operated on the following Monday. His disability continued until December 19, 1921. The claimant testified also that he felt "rotten" and lost his appetite immediately after the accident, and that this condition continued during the days he worked. Owen Thomas, one of the men who was working with the claimant, testified that the claimant immediately complained of pain in his side after lifting the plank. The other men testified that nothing was said to him by the claimant until Friday after the accident.

As we understand the defendant's contention, it is that the claimant is not entitled to compensation, on the ground that the development of the hernia from which he admittedly suffered was an en-

tirely natural development, neither caused nor aggravated by the strain of lifting the plank. At the original hearing, one of the defendant's medical witnesses described a true traumatic hernia as one in which five conditions must be present: (1) The descent of the hernia must immediately follow the cause; (2) there should be severe pain in the hernial region; (3) there should be such prostration that the employe is compelled to cease work immediately; (4) these symptoms must be of such severity as to be noticed within twenty-four hours of the accident; and (5) there would be such physical disturbance as to require the attention of a physician within twenty-four hours. These conditions may be characteristic of the true traumatic hernia but they do not take into account the hernia which may be a pre-existing condition, but which is not sufficiently developed to cause pain or inconvenience, and which is brought on to rapid development by some strain or effort. In further support of its theory, the defendant at the hearing *de novo* called five physicians to give expert testimony relating to hernia. These physicians are among the leading authorities in the country on hernia. One of the witnesses was Doctor William B. Coley of New York who is recognized by the profession as perhaps the leading authority on hernia. The substance of his testimony is that hernia is very seldom, if ever, caused by trauma. It is a congenital condition. A careful examination of his testimony shows, however, that this pre-existing condition can be, and often is, aggravated by trauma. Any pressure on the abdomen is liable to force the bowel into the hernial sac. This is the view that has always been followed by the Board in hernia cases. The testimony is always carefully scrutinized to ascertain whether there is any connection between the accident and the development of the hernia. If the connection appears, then compensation is awarded. The higher Courts have clearly defined the term "violence to the physical structure of the body" and have held that a strain producing disability is violence to the physical structure of the body within the meaning of that phrase as used in the Compensation Act. We refer but to one decision which is squarely in point, affirming, as it does, an award for disability due to hernia. (*Smith v. Pittsburgh Coal Company* 1 Pa. Sup. Ct. 325.) Under the decision (and this particular cause of disability has been frequently litigated) we are bound to allow compensation if there is a connection between the accident and the hernia. It is not necessary that the injury cause the hernia: it is sufficient if it aggravates a pre-existing condition and gives rise to other conditions which cause disability.

We have no hesitancy in accounting the testimony of the defendant's witnesses as to the nature of the hernia, but even under this testimony we feel that compensation for disability resulting from hernia is correctly allowed under the Pennsylvania Compensation Act if there is present the connection between the accident and the hernia which this testimony admits might be present. In the case which we are considering, therefore, even if the claimant was pre-disposed to hernia, if the strain of lifting the board gave rise to a painful condition in the hernial sac which was not present before, and rendered an operation necessary, which of course, caused disability, then the claimant is entitled to compensation.

The testimony shows that the claimant was apparently normal and in good health prior to the time when he attempted to lift the plank. He suffered no pain in the hernial region and was not inconvenienced in any manner. As soon as the plank broke (and the fact that it did break gives some indication of the amount of effort expended in raising the plank) the claimant experienced pain in the hernial region. He complained almost immediately to one of the men working with him. His condition became worse. Two days later he noticed the characteristic lump in the groin, but he still persisted in his determination to work. But the fifth day following the accident the condition had so far progressed that he was no longer able to work, and he then consulted a physician. Under these circumstances, we feel bound to conclude that there was a connection between the strain of lifting the plank and the development of the hernia. It is unnatural to suppose that the pain experienced immediately after the effort expended had no connection with that effort. Under all the evidence in the case we are convinced that the claimant has made out a case entitling him to compensation.

From all the evidence in the case the Board makes the following findings of fact:

1. That on Sept. 12, 1921, and for some time previous thereto Leo Bukeavich was employed by the Glen Alden Coal Co., as a shaker tender in their Woodward Breaker, at an average weekly wage rate in excess of \$20.00

2. That neither Leo Bukeavich nor the Glen Alden Coal Co., had served notice, either one upon the other, rejecting Article III of the Workman's Compensation Act of 1915.

3. That on Sept. 12, 1921, Leo Bukeavich injured himself, by accident, while in the course of his employment, with the defendant, company. He and two companions were endeavoring to rip loose a plank 2"x8"x6' that had been spiked to the floor. The plank was so firmly fastened down that it broke in two under the combined lift of the three men. After lifting on this plank Bukeavich felt pain in his left groin, although feeling sick, he finished the "shift," and worked the succeeding three days, Tuesday, Wednesday, and Thursday. On Wednesday he noticed a swelling in his left inguinal region. Friday morning he was too sick to work and reported his injury to the outside foreman, Mr. Watkins, who gave him a note to Dr. D. H. Lake, the company physician, who found him suffering from a left inguinal hernia, and sent him to the Moses Taylor Hospital, Scranton, Pa., for treatment. He was operated upon in that institution, Sept. 19, 1921, for left inguinal hernia.

4. That the strain of lifting the plank aggravated a pre-existing condition and resulted in a left inguinal hernia, which necessitated an operation and caused the claimant's disability.

5. That Leo Bukeavich was totally disabled, as a result of this injury, from Sept. 10, 1921, to Dec. 19, 1921, when he resumed his regular occupation.

6. That all medical and surgical attention, medicines, and supplies were furnished by the defendant. The Board makes the following conclusions of law:

1. That Article III of the Workman's Compensation Act of 1915 applied to the contract of employment existing between claimant and defendant on Sept. 12, 1921.

2. That, since the claimant was totally disabled from September 16, 1921, until December 19, 1921, as the result of an injury by accident sustained while in the course of his employment, he is entitled to compensation in accordance with the terms of the compensation Act of 1915 and its amendments.

AWARD

Compensation is accordingly awarded to the claimant, Leo Bukeavich, and against the defendant, the Glen Aiden Coal Co., at the rate of 60 per cent of \$20.00 or \$12.00 per week, from September 20, 1921, to December 19, 1921, a period of 12 weeks, and a total award of \$144.00.

GARMAN v. CAMBRIA TITLE, SAVINGS AND TRUST COMPANY.

EMPLOYER — EMPLOYEE — EMPLOYEE IN THE SERVICE OF TWO EMPLOYERS AT THE TIME OF ACCIDENT WHICH RESULTED IN HIS DEATH. HELD TO BE LIABLE JOINTLY FOR PAYMENT OF COMPENSATION

OPINION BY MORRISON — COMMISSIONER

An unusual award has been made in this case being against both the Cambria Title, Savings & Trust Company and the American Railway Express Company, each of the defendants being ordered to pay 50 per cent of the compensation awarded, and each to pay one-half of the \$100 awarded on account of burial expenses of decedent.

James T. Garman, claimant's decedent husband, was employed by the Cambria Title, Savings & Trust Company as janitor at its bank, Ebensburg, Pa., and he was frequently called upon to act as messenger to carry money for the bank. He was allowed to do work for others at such times during the day as he had no duties around the bank. He could do his work in the morning, afternoon or evening, as he saw fit. Garman was paid \$900 a year.

On the morning of October 11, 1924, Robert Davis, an employe of the Trust Company, took to the post-office a canvas bag containing \$800 in money to be mailed to the Colver branch of the Trust Company. The railway mail sack was closed and the mail clerk refused to accept it (the bank's money package). Davis brought it back and gave it to Garman to deliver to a Mr. Griffith, an employe of the Trust Company at its branch bank at Colver. This money was to be used in making up a pay-roll for the branch bank. The treasurer of the Trust Company testifies that this was not out of the ordinary course of Mr. Garman's duties at this bank and that he had carried money to Colver on at least twelve different occasions; it might be double that number of times.

This canvas bag with lead seal, marked and labeled to be sent by mail, was handed to Garman just as he reached the American Railway Express office, whither he had gone for a purpose to be described later. After giving the bag of money to Garman and instructing him as to its delivery at Colver, Davis procured a paper bag and placed therein the canvas bag for the purpose of camouflage. Garman, with the bag of money in his possession, boarded the train which he otherwise would have taken. Garman carried a gun, which was his personal property. On the way to Colver, Garman was ordered by bandits in the car to hold up his hands and, on his refusal, was shot and killed and the bag of money stolen.

Garman's presence at the express office that morning, when he was handed the \$800 by the bank's employe, Davis, was due to his hiring by the American Railway Express Company for special duty as a guard. He had been engaged, together with one Joseph Davis, to guard a \$33,000 shipment of money to an industrial concern at Colver. This was pay-roll money and was "put up" by the Cambria Title Savings & Trust Company. This institution was responsible for its safe delivery to the Ebensburg office of the American Railway Express. Garman had reported to the bank that morning at the usual hour for his regular duty and he was directed to help take the \$33,000 from the bank to the express office. It was just as Garman and Charles Port, another employe of the bank, had arrived at the express office, that Robert Davis, a third employe of the Trust Company, overtook them and gave Garman the \$800, with instructions to deliver it to the branch bank at Colver.

Garman and Joseph Davis were not custodians of this money. The baggage master of the train receipted for it to the express company agent. These men went along with the pay-roll as an additional protection, to watch the money in the steel safe and guard it. They were irregularly employed and their pay that day was at the rate of 60 cents an hour but they were guaranteed a minimum of eight hours. Garman and five or six others were called upon now and then to act as guard, and during the year 1924, prior to October, Garman received \$122.36.

Directions as to his place on the train were given to Garman by the express company agent and by the route agent. At the instant of his fatal accident he was under the direction of the express company, earning 60 cents an hour, on its pay-roll or expense account, and guarding a shipment of money being transported by the express company. He, therefore, was in the regular course of the express company's business and his dependent is not to be excluded from

the benefits of the Workmen's Compensation Act, even though his employment was casual.

At the instant of his fatal accident Garman was also on the pay-roll of the Cambria Title, Savings & Trust Company, was in performance of a mission in its behalf, had on his person a sum of money belonging to this bank and destined for a branch of the same institution. While temporarily free of direction by the bank's officials, he was not out of the bank's employ. He was not off the pay-roll, even temporarily, and was no more disassociated from his regular employment with the bank than if he were in a tenant's office in the bank's building, except that it would be more difficult to reach him with a message of recall or instruction. At the moment of his death he was responsible to the bank as an employee for the \$800 on his person, and if at that time it were found that the \$800 were missing, he would be amenable to the bank's discipline as an employee. Beyond question Garman was not a casual employee of the Trust Company and the evidence is that he was in the regular course of his employer's business in transporting the \$800 from one of his employer's premises to another.

We, therefore, are convinced the referee correctly found that both the American Railway Express and the Insurance Carrier for the Cambria Title, Savings & Trust Company were employers of Garman and that he was serving both at the time of his accident, and that the burden of paying compensation to the dependent widow and the funeral expenses should be borne equally by the two employers.

There are no Pennsylvania Appellate Court decisions ruling this case to which we can refer but we believe the principle is sound. In *Cayll v. Industrial Commission* (Super. Ct. Wis. 179 N.W. 771), the Attorney-General of Wisconsin had pleaded that the employee had a right to look to either employer in this particular case and cited decisions of the New York courts. Commenting on this, Justice Jones said:

"In our view there might be such a stated fact that both the general and the special employer would be liable. We find it unnecessary to decide this question."

In the Wisconsin case an employee was transferred from the service of an excavation contractor to the service of a gas company, the gas company paying the contractor for the employee's time. He received no pay from his general employer, the contractor, while he was out of his employment and in the employment of the gas company. Neither was he doing any work of any sort for the benefit of his contractor employer. In the case at bar, the employee, Garman, was simultaneously engaged in duties for two employers and earning pay simultaneously from each.

In the case of *Westover vs. Hoover* in the Nebraska jurisdiction (129 N.W. 285) the Court held, "Some very interesting questions often arise where the general servant of one enters the special service of another. While the general principles are well settled, the circumstances of each particular case determine whether the general employer, the special, or BOTH are liable in case of an accident."

While the citations are of Negligence Cases and of jurisdictions other than Pennsylvania, they are important in showing that jurists of high standing have either accepted or seriously considered the soundness of the principle that both the general and special employer may be held liable.

In his brief, counsel for the American Railway Express Company, which has from the beginning expressed its willingness to pay half the compensation awarded in this case, cites *Eastern Metal Supply Co. v. Pillsbury*, (Sup. Ct. Calif. 156,491), in which a justice dissented, he holding that the award should have been made against all of decedent's six employers instead of one. In respect to this particular view, two other justices of the California Supreme Court concurred. The Court in *Sargent v. A. B. Knowlson Co.*, (224 Mich. 686, 195 N. J. 810), referring to a night watchman engaged by several people, said:

"His employment, therefore, was not several as to each of them. We think they should be held to be as co-employers and liable as such. Any other holding would lead to absurd results. Supposing deceased, while passing along the sidewalk, had slipped and sustained an injury at the line separating the properties of two of the defendants** In whose employment would he have been at such times?

Compensation was denied in the case of *Curran v. Newark Gear Manufacturing Company*, (37 N. J. L. J. 21). The Court held that an employment by a number of employers, whether jointly or severally, for the purpose of watching their respective premises, might be construed as being a general or continuous employment by all, under which they would be liable for an accident to the employee arising out of and in the course of his employment.

The findings of fact of the referee, his conclusions of law, and award, are hereby affirmed and the appeal dismissed.

ANNOUNCEMENT

A Cooperative State Employment Office was opened on March 1, 1925, in connection with the Young Men's Christian Association, New Castle, Pa., under the direction of Mr. R. L. Meermans, General Secretary and Superintendent, and Mr. Walter E. Kirkner, Assistant Superintendent.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED.

MONTH	1921		1922		1923		1924		1925						
	FATAL	NON-FATAL	FATAL	NON-FATAL	FATAL	NON-FATAL	FATAL	NON-FATAL	FATAL	NON-FATAL					
January	196	13,776	13,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513	207	15,339	15,546
February	155	11,105	11,260	171	10,580	10,751	221	15,276	15,497	181	14,812	14,993	174	14,208	14,382
March	351	24,881	25,232	323	22,531	22,854	444	31,986	32,430	414	30,092	30,506	381	29,547	29,928
April	172	11,563	11,735	172	12,582	12,754	222	15,653	15,875	212	15,989	16,201			
May	523	36,444	36,967	495	35,113	35,608	666	47,639	48,305	626	46,081	46,707			
June	133	10,757	10,890	104	10,185	10,289	196	16,689	16,885	151	13,931	14,082			
July	656	47,201	47,857	599	45,298	45,897	862	61,328	65,190	777	60,012	60,789			
August	103	10,877	11,013	116	9,572	9,688	226	17,384	17,610	157	13,940	14,097			
September	822	58,078	58,900	715	54,870	55,585	1,088	81,712	82,800	934	73,952	74,886			
October	148	11,487	11,635	140	10,532	10,672	188	17,433	17,621	175	14,324	14,499			
November	970	69,565	70,535	855	65,402	66,257	1,276	99,145	100,421	1,109	88,276	89,385			
December	160	11,196	11,356	124	10,263	10,387	221	17,749	17,970	185	14,917	15,102			
Totals	1,130	80,761	81,891	979	75,665	76,644	1,497	116,894	118,391	1,294	103,193	104,187			
	145	11,454	11,599	117	11,871	11,988	216	18,452	18,668	187	14,661	14,848			
	1,275	92,215	93,490	1,096	87,536	88,632	1,713	135,316	137,059	1,481	117,854	119,335			
	164	11,241	11,405	138	12,307	12,445	173	15,504	15,677	167	14,230	14,397			
	1,439	103,456	104,895	1,234	99,843	101,077	1,886	150,850	152,736	1,648	132,084	133,732			
	186	12,300	12,486	201	14,912	15,113	207	17,380	17,587	180	15,839	16,019			
	1,655	115,756	117,381	1,435	114,755	116,190	2,093	168,230	170,323	1,828	147,923	149,751			
	154	11,665	11,819	260	14,824	15,084	163	15,532	15,695	194	13,389	13,583			
	1,779	127,421	129,200	1,695	129,579	131,274	2,256	183,762	186,018	2,022	161,312	163,334			
	145	10,852	10,997	195	14,786	14,981	156	14,261	14,417	187	14,018	14,205			
	4,924	138,273	140,197	1,890	144,365	146,255	2,412	198,023	200,155	2,209	175,330	177,539			

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

COMMONWEALTH OF PENNSYLVANIA, DEPARTMENT OF LABOR AND INDUSTRY.

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg:Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund.

BRANCH OFFICES

Allentown:Cooperative State Employment Office,
Y. M. C. A. Building,
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Commerce Building,
State Workmen's Insurance Fund,
Central Trust Building.

DuBois:Cooperative State Employment Office,
Y. M. C. A. Building,
Bureau of Rehabilitation,
245 West Long Avenue.

Erie:State Employment Office,
109 West Ninth Street.

Franklin:State Workmen's Insurance Fund,
310 Franklin Trust Building.

Greensburg:State Workmen's Insurance Fund,
309 Coulter Building.

Harrisburg:State Employment Office,
Second and Chestnut Sts.

Johnstown:State Employment Office,
219 Market Street,
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane:Bureau of Workmen's Compensation,
Kane Trust and Savings Building.

Lancaster:Cooperative State Employment Office,
Y. M. C. A. Building,
Bureau of Inspection,
Bureau of Workmen's Compensation,
Woolworth Building.

Meadville:Bureau of Inspection,
Masonic Building.

- New Castle: Cooperative State Employment Office,
Y. M. C. A. Building,
West Washington Street,
New Castle, Pa.
- Oil City: Cooperative State Employment Office,
Y. M. C. A. Building.
- Philadelphia: State Employment Office,
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Board,
Manhattan Building,
Fourth and Walnut Streets,
State Employment Office for Women,
1504 Locust Street,
State Workmen's Insurance Fund,
1004 Commercial Trust Building.
- Pittsburgh: Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Fulton Building,
State Employment Office,
416 Third Avenue,
State Employment Office for Women,
409 McCance Building,
305 Seventh Avenue,
State Employment Office, (Negro)
518 Wylie Avenue,
State Workmen's Insurance Fund,
401 Park Building.
- Pottsville: Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
1 Ulmer Building,
State Workmen's Insurance Fund,
Baird Building.
- Reading: State Employment Office,
108 North Fifth Street.
- Scranton: State Employment Office,
116 Adams Avenue,
Bureau of Inspection,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund,
Union National Bank Building.
- Sunbury: State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.
- Wilkes-Barre: Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Coal Exchange Building.
- Williamsport: Bureau of Inspection,
341 Pine Street,
Bureau of Workmen's Compensation,
311 First National Bank Building,
Cooperative State Employment Office,
Y. M. C. A. Building,
343 West Fourth Street.

COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY

STATISTICAL REVIEW OF INDUSTRIAL CONDITIONS.

EMPLOYMENT.

Calls for male employees were 19 per cent lower in March, 1925, than in March, 1924. The greatest drop appears in the calls for common labor. This class of work shows a decrease of 32 per cent. Calls for female employees during March, 1925, were 15 per cent higher than in March, 1924. Requests for professional and trained women increased over 100 per cent and requests for machine and factory workers increased almost 90 per cent.

Reports from 647 identical firms, representing 39 different industries, show very slight increases in the month of March in employment, total weekly wages, and average weekly earnings when compared with the month of February.

Although metal manufacture as a whole shows a decrease in employment, car construction and repair increased its working force over 10 per cent, one firm reporting an additional 700 men over February. Structural iron work and shipbuilding report a general increase in their work.

Textiles, with a few exceptions, report increased employment and hours worked per week and in all but one case show an increase in the average weekly earnings.

BUILDING PERMITS.

Reports from 17 of the larger cities in the Commonwealth relative to building permits show that there were almost 600 more permits issued during March, 1925, than during March, 1924. The estimated cost of the March, 1925, permits exceeds that of the same month of 1924 by more than \$6,500,000.

The number of permits for the first quarter of 1925 is 364 higher than the number for the first quarter of 1924. The estimated cost of the new buildings, alterations, etc., for January, February, and March, 1925, is over \$10,600,000 greater than for the same period of 1924.

The records of five of the cities,—Harrisburg, Lancaster, McKeesport, Uniontown, and York,—show decreases in the estimated cost of the buildings for which permits were issued this year as compared with those issued during the same period last year.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS.

Fatal-industrial accidents reported to the Bureau of Workmen's Compensation during the month of March number 163. This is 10 less than the number reported in February and 42 less than the number reported in January. Mining fatalities number 70, transportation and public utilities 27, all other industries 66.

More non-fatal accidents were reported during March than in either of the two previous months. During January there were 15,039 non-fatal accidents reported. During February 14,208 and during March 15,517. The record for the first quarter of 1925 shows that 541 reports of fatal accidents and 45,064 reports of non-fatal accidents were received by the Bureau of Workmen's Compensation. This is 85 less fatal and 1,102 less non-fatal accidents than were received during the same period in 1924.

The anthracite coal industry is responsible for the greatest number of fatalities, reporting 147. Metals and metal products and transportation and public utilities each reported 90. The bituminous coal industry reported 87.

Weighing the first quarter accidents according to the International Scale of Weights it is seen that during this period Pennsylvania suffered an economic loss of over 4,240,000 days due to industrial accidents alone.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
EMPLOYMENT STATISTICS

ACTIVITIES OF STATE EMPLOYMENT OFFICES
MARCH, 1925.

MEN

WOMEN

	Persons ap- plying for positions		Persons ask- ed for by employers		Persons sent to positions		Persons receiving positions		Persons ap- plying for positions		Persons ask- ed for by employers		Persons sent to positions		Persons receiving positions	
	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924
Agriculture -----	279	136	225	138	178	80	149	72								
Building Trades -----	981	938	551	628	615	697	532	585								
Machinery & Metals -----	1,542	1,732	964	1,196	1,086	1,225	930	1,074								
Clerical -----	380	315	95	146	103	145	87	138								
Hotel & Inst'ns -----	1,110	875	570	481	675	593	560	454								
Mine & Quarry -----	60	89	17	56	17	56	14	46								
Transportation -----	311	231	102	94	135	115	92	93								
Sales -----	163	98	123	94	105	60	93	55								
Common Labor -----	3,890	5,149	2,825	4,150	2,989	3,896	2,737	3,732								
Miscellaneous -----	1,024	842	736	675	759	693	689	650								
Total (5 wks) -----	9,740	10,405	6,208	7,658	6,662	7,476	5,883	6,899								
Retentions -----							28	26								
Feb. (4 wks) -----	6,654		3,578		3,786		3,284									
Jan. (4 wks) -----	7,247		4,021		4,316		3,783									
Dec. (5 wks) -----	7,918		4,844		4,977		4,879									
March '23 (4 wks) -----		15,003		15,688		12,325		11,393								
March '22 (5 wks) -----		34,152		7,056		5,813		6,036								

EMPLOYMENT AND WAGES IN PENNSYLVANIA

GROUP AND INDUSTRY	Number of wage earners-- week ended			Total weekly wages-- week ended			Average weekly earnings-- week ended		
	Number of Plants Reporting			Per cent change			Per cent change		
	Mar. 15, 1925	Feb. 15, 1925	Mar. 15, 1925	Mar. 15, 1925	Feb. 15, 1925	Mar. 15, 1925	Mar. 15, 1925	Feb. 15, 1925	Per cent change
ALL INDUSTRIES (39)									
METAL MANUFACTURES:									
Automobiles, bodies and parts	647	251,896	\$6,630,436	+ 0.1	\$6,596,000	+ 0.4	\$26.26	\$26.19	+ 0.3
Carpets and rugs	12	140,447	3,918,297	+ 0.2	3,914,856	+ 0.1	27.95	27.87	+ 0.3
Clothing	17	6,110	178,987	+ 4.2	169,200	+ 5.8	28.11	27.69	+ 1.5
Hats, felt and other	5	12,104	401,750	+ 10.5	347,568	+ 15.6	30.03	28.71	+ 4.6
Cotton goods	13	6,917	142,471	+ 10.0	167,028	+ 14.7	24.15	24.15	+ 5.2
Silk goods	20	6,703	190,225	+ 0.6	187,389	+ 1.5	28.56	27.66	+ 2.1
Woolens and worsteds	39	8,906	263,157	+ 1.7	258,527	+ 1.8	29.06	29.03	+ 0.1
Knit goods and hosiery	18	3,552	104,275	+ 1.0	106,092	+ 1.7	29.07	29.87	+ 2.7
Dyeing and finishing textiles	12	14,962	427,573	+ 3.1	416,864	+ 2.6	27.72	27.86	+ 0.5
Steel works and rolling mills	43	4,873	113,424	+ 6.0	122,664	+ 7.5	24.77	25.17	+ 1.6
Structural iron works	9	49,001	1,316,457	+ 2.0	1,373,297	+ 2.0	28.03	28.63	+ 0
Miscellaneous iron and steel products	28	2,403	70,960	+ 5.7	67,789	+ 4.7	27.95	28.21	+ 0.9
Shipbuilding	3	22,000	591,396	+ 3.3	619,517	+ 4.5	27.74	28.05	+ 1.2
		2,856	87,583	+ 4.8	78,921	+ 11.0	29.25	27.63	+ 5.9
TEXTILE PRODUCTS:									
Bakeries	154	46,596	1,083,755	+ 1.6	1,051,171	+ 3.1	22.88	22.56	+ 1.4
Carpets and rugs	12	3,557	98,780	+ 0.1	95,923	+ 3.0	27.77	26.99	+ 2.9
Clothing	16	2,480	46,215	+ 3.2	44,456	+ 3.9	18.64	18.51	+ 0.7
Hats, felt and other	5	4,337	113,741	+ 0.1	103,130	+ 10.3	26.23	23.80	+ 10.2
Cotton goods	14	3,465	93,954	+ 0.4	90,997	+ 3.4	27.00	26.34	+ 2.9
Silk goods	39	14,983	313,521	+ 4.0	301,045	+ 4.1	20.93	20.90	+ 0.1
Woolens and worsteds	18	6,503	144,973	+ 4.2	154,100	+ 5.9	21.31	21.70	+ 1.8
Knit goods and hosiery	41	9,996	235,606	+ 3.7	225,963	+ 4.3	22.72	22.61	+ 0.5
Dyeing and finishing textiles	9	1,339	36,965	+ 1.0	35,617	+ 3.8	27.32	26.60	+ 2.7
FOODS AND TOBACCO:									
Bakeries	65	16,329	340,030	+ 1.5	348,814	+ 2.5	21.15	21.36	+ 1.0
Confectionery and ice cream	19	3,505	104,125	+ 0.8	104,013	+ 0.1	29.95	29.68	+ 0.9
Slaughtering and meat packing	18	5,334	106,744	+ 5.4	116,235	+ 7.4	20.01	20.44	+ 2.1
Cigars and tobacco	11	1,965	50,138	+ 3.8	52,954	+ 5.3	26.88	27.31	+ 1.6
	17	5,400	79,023	+ 2.9	76,612	+ 3.1	14.63	14.60	+ 0.2
BUILDING MATERIALS:									
Brick, tile, and terra cotta products	53	18,827	516,913	+ 1.4	518,745	+ 0.4	27.84	27.55	+ 1.1
Cement	11	2,368	56,775	+ 0.9	61,558	+ 7.8	23.98	25.78	+ 7.0
Glass	24	7,196	194,687	+ 1.6	196,079	+ 0.7	27.05	26.82	+ 0.9
Pottery	4	8,293	244,225	+ 1.4	240,072	+ 1.7	29.45	28.55	+ 3.2
	17	712	21,224	+ 0.8	21,006	+ 1.0	29.81	29.36	+ 1.9
CHEMICALS AND ALLIED PRODUCTS:									
Chemicals and drugs	27	7,473	213,427	+ 2.6	210,511	+ 1.4	28.56	28.00	+ 1.2
Paints and varnishes	16	1,639	28,719	+ 15.7	26,647	+ 7.8	27.12	27.12	+ 6.7
Petroleum refining	6	635	17,759	+ 1.1	18,412	+ 3.5	28.28	29.00	+ 2.5
	5	5,786	166,951	+ 0.9	165,452	+ 0.9	28.85	28.85	+ 0
MISCELLANEOUS INDUSTRIES:									
Lumber and planing mill products	101	22,471	548,014	+ 0.3	551,903	+ 0.7	24.38	24.63	+ 1.0
Furniture	8	2,572	48,714	+ 3.4	52,558	+ 7.3	18.94	21.12	+ 10.3
Leather tanning	16	2,405	51,531	+ 10.8	58,670	+ 12.2	24.01	24.40	+ 1.6
Leather products	18	5,277	131,968	+ 2.1	132,085	+ 0.1	24.49	25.03	+ 2.2
Boots and shoes	4	217	5,155	+ 1.4	4,987	+ 3.4	23.76	22.67	+ 4.8
Paper and pulp products	22	4,669	90,319	+ 1.7	80,222	+ 1.2	19.34	19.43	+ 0.5
Printing and publishing	12	3,418	82,263	+ 0.5	89,708	+ 2.8	26.99	26.12	+ 3.3
Rubber tires and goods	18	2,964	96,292	+ 1.4	92,809	+ 3.7	31.76	31.76	+ 2.2
	3	1,096	31,842	+ 2.1	31,864	+ 0.1	29.05	29.70	+ 2.2

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

BUILDING PERMITS ISSUED IN CITIES IN PENNSYLVANIA
DURING THE MONTH OF MARCH

Cities	1925			1924			January to March Inclusive, 1925			January to March Inclusive, 1924		
	Per- mits	Opera- tions	Estimated Cost	Per mits	Opera- tions	Estimated Cost	Per- mits	Estimated Cost	Per- mits	Estimated Cost	Per- mits	Estimated Cost
Allentown	142	239	\$964,200	136	184	\$711,725	177	\$1,298,260	200	\$1,252,425		
Altoona	255	225	276,397	173	175	845,175	338	597,829	297	492,031		
Bethlehem	65	65	393,650	59	*59	128,918	82	416,240	97	229,299		
Bradford	41	41	52,030	15	15	12,510	74	241,700	30	29,300		
Erie	258	*258	708,217	200	200	675,137	485	1,158,852	310	1,032,652		
Harrisburg	96	145	392,445	121	157	889,530	160	680,670	198	1,222,530		
Lancaster	75	79	419,325	116	127	1,012,385	147	709,136	196	1,905,690		
McKeesport	46	116	368,780	74	74	161,218	204	720,925	126	744,813		
**Meadville	16	16	47,225				27	169,025				
**New Castle	180	*180	413,180				293	805,605				
Philadelphia	1,718	4,164	22,424,530	1,610	3,322	15,756,560	3,289	39,313,120	3,450	31,572,970		
Pittsburgh	784	784	2,816,907	651	651	3,653,935	1,597	10,134,559	1,309	7,792,145		
Reading	351	443	790,875	233	293	666,825	522	1,426,100	544	1,133,175		
Scranton	189	199	779,896	141	*141	372,100	368	1,285,251	306	845,265		
Uniontown	29	29	169,200	48	48	293,500	72	464,550	75	509,100		
Warren	29	79	163,616	11	11	54,550	47	228,066	19	188,825		
Wilkes-Barre	187	*187	361,772	150	*150	314,597	282	1,169,634	279	706,272		
Williamsport	173	173	455,343	105	*138	139,273	250	687,593	144	196,513		
York	154	154	244,300	156	156	322,511	228	480,792	288	531,581		
Total	4,649	7,333	\$32,000,943	4,062	5,871	\$25,480,869	8,322	\$61,013,277	7,938	\$50,384,706		

*Operations not given.

**Not included in totals for comparative purposes.

NEW BUILDINGS, ALTERATIONS AND REPAIRS IN CITIES IN PENNSYLVANIA
FOR THE MONTH OF MARCH

Cities	1925			1924			1924		
	New Buildings			Alterations, Repairs, Etc.			New Buildings		
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost
Allentown	95	192	\$906,050	47	47	\$58,210	97	145	\$658,675
Altoona	88	88	219,390	137	137	57,007	56	58	311,496
Bradford	25	25	25,945	19	19	6,085	11	11	9,510
Erie	170	*170	593,105	88	*88	116,112	133	*133	572,202
Harrisburg	67	111	367,195	29	34	25,250	108	143	708,705
Lancaster	51	51	387,870	28	28	31,455	73	84	978,745
McKeesport	81	81	347,060	35	35	21,720	43	43	139,118
Meadville	11	11	45,000	5	5	1,325	27	27	
New Castle	119	*119	385,500	61	*61	27,680			
Philadelphia	1,082	3,507	21,851,490	636	637	573,040	921	2,611	14,965,780
Pittsburgh	537	537	2,556,607	247	247	250,300	478	*478	3,430,353
Reading	121	213	710,275	230	230	80,000	68	68	501,975
**Uniontown	29	29	169,200				48	48	293,500
Warren	22	22	156,741	7	7	6,275	4	4	24,800
Wilkes-Barre	75	75	442,696	113	113	119,070	61	61	224,278
Williamsport	82	82	438,548	91	91	56,793	55	55	110,820
York	69	69	269,840	85	85	34,460	75	75	215,000

*Operations not given.

**No permits required for alterations or repairs unless outside walls or roofs are changed.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED.

AGREEMENTS APPROVED.

1925		Fatal	Permanent disability	Temporary disability	Total	1925		Fatal	Permanent disability	Temporary disability	Total
January	205	152	15,187	15,544		January	283	267	6,599	7,149	
February	173	127	14,081	14,381		February	157	250	5,833	6,240	
March	163	132	15,355	15,680		March	138	264	7,014	7,416	
April						April					
May						May					
June						June					
Total	541	411	44,633	45,605		Total	578	781	19,446	20,805	
1924						1924					
July	185	139	14,778	15,102		July	135	231	5,389	5,755	
August	187	112	14,519	14,818		August	118	243	5,498	5,859	
September	167	136	14,094	14,397		September	207	215	5,435	5,857	
October	180	118	15,721	16,019		October	160	201	5,980	6,431	
November	194	106	13,283	13,583		November	109	239	6,516	6,894	
December	187	132	13,886	14,265		December	155	285	6,039	6,479	
*Grand Total	23,218	6,441	1,676,235	1,705,894		*Grand Total	18,542	14,332	600,533	633,407	

COMPENSATION AWARDED AND PAID.

1925		Fatal	Comp. Paid	Disability Comp. Paid	Total Comp. Paid	1924		Fatal	Comp. Paid	Disability Comp. Paid	Total Comp. Paid
January		\$641,085	\$31,574	\$680,555	\$1,012,129	January					
February		437,162	243,520	551,749	795,289	February					
March		440,868	243,656	670,200	913,858	March					
April						April					
May						May					
June						June					
Total		\$1,519,415	\$318,750	\$1,902,504	\$2,721,251	Total					
1924						1924					
July		\$406,672	\$288,725	\$496,713	\$785,438	July					
August		427,772	251,811	526,265	781,076	August					
September		577,849	297,789	506,767	804,556	September					
October		460,194	322,568	525,484	848,052	October					
November		350,987	286,032	333,521	819,573	November					
December		415,996	263,122	606,408	899,530	December					
*Grand Total		\$50,497,078	\$19,195,827	\$43,579,593	\$62,775,420	*Grand Total					

** PERMANENT INJURIES

1925		Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	
January	9	\$16,873	6	\$14,900	18	\$36,217	11	\$19,282	52	\$78,205	
February	7	16,624	4	10,244	14	25,831	14	24,480	39	37,197	
March	10	23,357	5	11,172	13	26,601	13	23,389	36	53,591	
April											
May											
June											
Total	26	\$56,854	15	\$36,316	45	\$83,649	38	\$67,151	127	\$188,993	
1924											
July	7	\$17,548	3	\$7,740	17	\$34,632	11	\$19,152	42	\$61,426	
August	7	17,413	6	14,001	21	42,734	8	14,088	49	71,729	
September	10	25,640	4	9,890	11	21,473	10	17,730	42	65,909	
October	11	26,639	4	10,030	11	23,100	12	36,457	47	72,000	
November	7	17,750	6	15,480	17	32,187	11	20,900	61	92,031	
December	11	23,344	11	27,500	25	51,193	13	24,400	59	90,580	
*Grand Total	1,001	\$1,923,035	690	\$1,476,927	2,264	\$3,960,767	1,240	\$1,972,613	5,474	\$7,399,654	

**PERMANENT INJURIES—(Continued)

1925		Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amt. Paid
January	105	\$33,541	99	\$18,296	4	\$19,332	\$236,616	\$278,870	
February	116	37,485	92	17,451	8	20,426	209,738	233,682	
March	132	43,841	100	18,782	8	21,134	221,867	280,480	
April									
May									
June									
Total	353	\$114,867	291	\$54,499	20	\$60,892	\$668,221	\$793,032	
1924									
July	95	\$35,154	97	\$17,706	2	\$4,118	\$200,476	\$193,833	
August	92	31,480	84	15,941	8	13,356	220,781	216,820	
September	114	40,085	72	13,215	3	9,460	233,462	215,236	
October	116	41,254	132	25,498	5	22,025	241,003	203,957	
November	109	36,189	74	15,162	2	5,560	235,259	178,693	
December	104	38,231	105	17,979	3	9,922	283,169	270,888	
*Grand Total	2,603	\$880,619	2,159	\$405,461	286	\$989,447	\$19,052,523	\$13,889,806	

*Since the inception of the act.—Jan. 1, 1916.

**Multiple losses separated respectively.

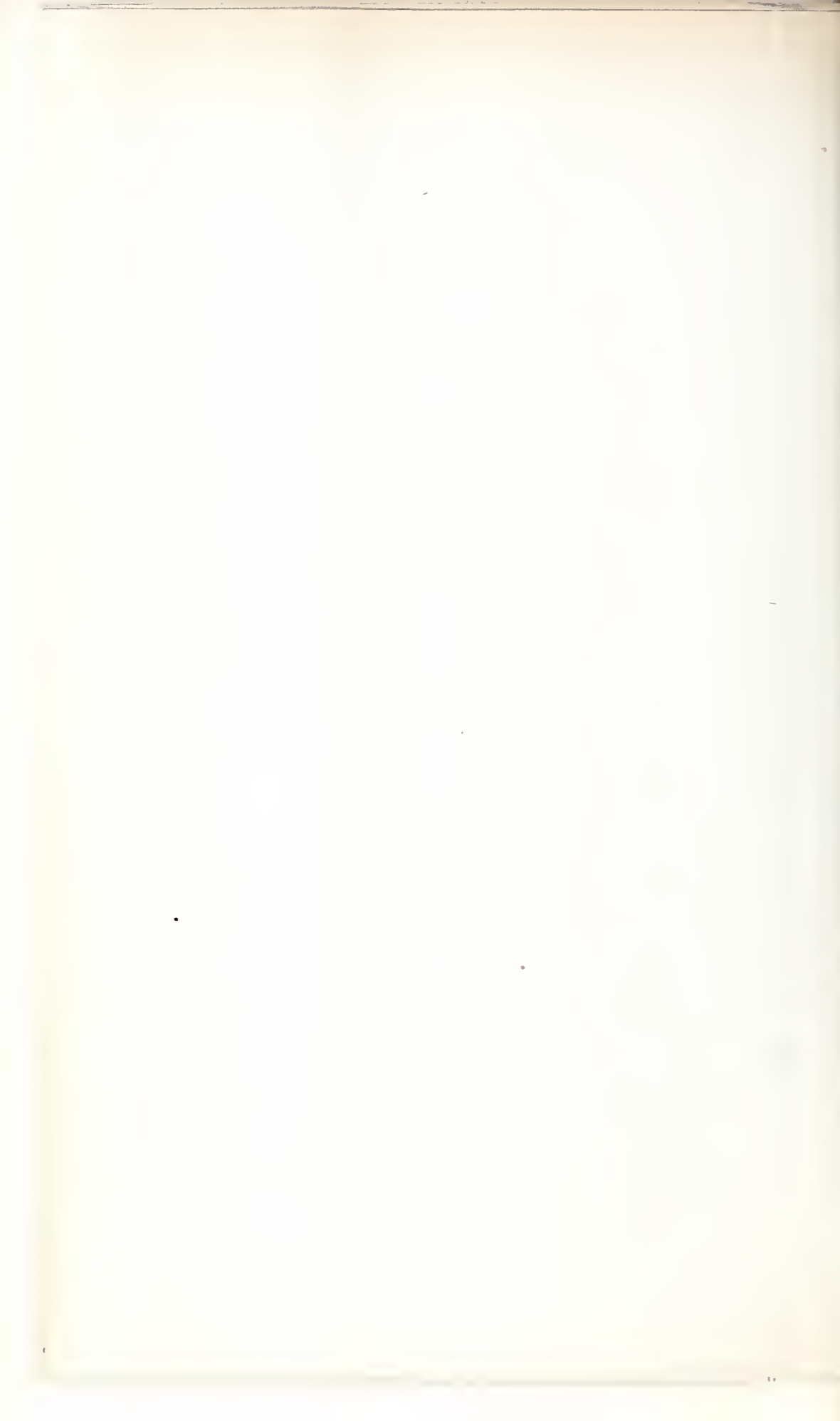


COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF WORKMEN'S COMPENSATION

* Days Lost from Accidents Reported to the Bureau of Workmen's Compensation for the First Quarter of 1925

CAUSE	Building and Contracting	Chemicals and Allied Products	Clay, Glass and Stone Products	Clothing Manufacture	Food and Kindred Products	Leather, Rubber and Composition Goods	Liquors and Beverages	Lumber and its Manufacture	Paper and Printing Industries	Textiles	Laundries	Metals and Metal Products	COAL MINES		Transportation and Public Utilities	Quarries and Mines Other Than Coal	Tobacco and its Products	Miscellaneous Industries	Hotels and Restaurants	Establishments	Jobbers and Warehouses	Municipalities	Total
													Anthracite	Bituminous									
Machinery, -----	18,968	840	11,576	2,000	14,420	2,723	47	20,002	7,728	11,253	314	136,126	8,102	12,677	531	11,847	758	3,295	910	6,671	521	7,374	279,653
Boilers, -----	7	53	4	15	21			21	82			106	6,033	10	187	17		21					6,557
Pumps, Compressors & Prime Movers, -----	861	10,029	339		6,137			71	33	17		7,710	171	883	371	93		52		6,000	8	16	32,791
Transmission, -----	394	12,137	126	49	6,045	6,020		39	6,018	127		17,700	6,815	184	44	77		19		17		22	55,873
Elevators, -----	6,521	88	280	77	6,282	19		95	99	196		18,663	259	18,103	435	6,014	6,090	6,212	6,111	243	149	39	75,975
Cranes & Derricks, -----	9,383	160	268		187	21		62	12	68		102,201	368	6,122	17,607	6,188		87	3	58	93	23	142,911
Cars & Engines, -----	49,081	18,256	14,584	5	147	74	42	320	177	12		115,378	201,705	191,746	355,533	15,138		6,698		421	107	189	969,013
Motor Vehicles -----	19,392	18,262	181	26	816	14	23	150	83	220	52	26,679	6,091	136	102,565	46	15	6,421	113	6,816	633	20,295	209,029
Horse Vehicles, -----	296	241	234		162	10		722		52	6,012	128	157	51	28,585	146		532	6	386	44	1,085	38,849
Hand Trucks, -----	865	276	1,277	75	6,391	149	15	299	415	401	34	8,835	117	232	1,901	64		184	35	164	181	47	21,957
Water Craft, -----	6,202	30										6,046	5	18	56	4							12,361
Handling Objects, -----	11,608	2,430	1,864	7,153	2,597	817	196	4,432	1,411	1,685	72	78,696	14,443	10,978	8,859	1,191	126	2,687	6,939	3,835	7,432	3,488	175,359
Hand Tools, -----	22,622	851	1,366	524	1,276	309	6	8,254	371	460	66	16,717	11,696	17,068	5,224	730	47	1,548	451	1,897	233	2,236	93,982
Electricity, -----	148	12,002	72	18	11	31			17	40		36,605	24,200	526	30,828	55		20	12	24		26	104,135
Explosives & Explosions, -----	8,138	209	104	12	105			22	24	28		30,749	175,159	22,567	167	12,164		6,180	35	51	21	6,178	261,912
Hot & Corrosive Substances, -----	13,310	544	12,778	62	758	316	27	138	375	616	35	65,127	18,792	778	3,200	105	14	511	6,611	332	80	24,336	148,845
Falling Objects, -----	35,259	537	7,769	174	6,646	293	10	1,543	469	392		50,171	7,159	6,775	1,744	9,567	2	697	79	802	224	6,759	137,071
Falling Objects (Mines & Quarries) -----	67	731	6,342										469,518	379,789		18,609							875,056
Fall of Persons, -----	71,920	7,205	8,454	6,673	2,505	555	6,188	1,869	901	7,600	143	77,493	43,887	22,501	75,872	6,514	168	16,509	7,086	10,329	7,034	21,267	402,773
Stepping upon or Striking Against Objects, -----	3,198	264	1,608	399	1,153	306	14	6,376	426	563	100	11,447	10,454	2,662	2,039	63	108	689	274	7,357	199	457	49,650
Miscellaneous Causes, -----	25,290	290	12,944	65	6,106	27	14	278	6,132	144	6,021	20,916	15,334	2,061	20,244	113		6,792	46	561	162	25,494	149,334
Total, -----	362,960	85,636	84,660	17,327	62,665	11,692	6,582	45,293	24,893	23,874	12,849	827,493	1,020,465	695,867	655,492	88,745	7,328	58,554	28,711	45,964	17,121	119,331	4,243,072

*Weighted according to the scale of time losses for weighing industrial accident disabilities recommended by the International Association of Industrial Accident Boards and Commissions.



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF WORKMEN'S COMPENSATION

Accidents Reported to the Bureau of Workmen's Compensation for the First Quarter of 1925

CAUSE	Building and Contracting.		Chemicals and Allied Products.		Clay, Glass and Stone Products.		Clothing Manufacture.		Food and Kindred Products.		Leather, Rubber and Composition Goods.		Liquors and Beverages.		Lumber and Its Manufacture.		Paper and Printing Industries.		Textiles.		Laundries.		Metals and Metal Products.		COAL MINES.				Transportation and Public Utilities.		Quarries and Mines Other Than Coal.		Tobacco and Its Products.		Miscellaneous Industries.		Hotels and Restaurants.		Mercantile Establishments.		Jobbers and Warehousemen.		Municipalities.		Total.	
	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.				
Machinery, -----	2	123		33	1	122		141	1	112		5		3		262		192	1	268		23	9	1,992	1	131	1	226		23	1	25		31		102		23		72		17	1	22	18	4,028
Boilers, -----		1		2		1		1		1						1		3						10	1	4		1		10		1				1							1	37		
Pumps, Compressors & Prime Movers, -----		17	1	19		4			1	6						5		2		2			1	30		9		19		8		3				7		1			1		2	4	134	
Transmission, -----		2	2	10		8		3	1	3	1	2				3	1	5		6			2	24	1	12		11		2		4				2		2				2	8	101		
Elevators, -----	1	25		5		7		4	1	18		2				5		7		9			3	36		10	3	6		8	1	1	1	1	1	12	1	8		19		7		3	12	193
Cranes & Derricks, -----	1	173		11		20				12		1				5		2		6			14	576		25	1	11	2	45	1	13				3		1		4		6		2	19	916
Cars & Engines, -----	8	72	3	20	2	143		1		13		3		1		24		15		1			13	887	28	1,662	24	1,867	52	1,138	2	46			1	7			30		9		9	133	5,048	
Motor Vehicles, -----	3	75	3	15		13		1		27		1		2		13		5		12	3	3	222	1	6		6	13	1,182		4		1	1	24		2	1	43		26	3	124	28	1,807	
Horse Vehicles, -----		16		13		7				9		1				34				2	1	1	6		5		7	4	289		3			22		1		17		3		54	5	490		
Hand Trucks, -----		64		24		102		3	1	37		14		1		22		32		28		3	502		9		13		133		6			15		4		17		13		4	1	1,046		
Water Craft, -----	1	11		3																		1	4		1		2		4		1											2	26			
Handling Objects, -----		751		172		463	1	64		227		68		14		240		127		137		8	5	3,169		1,074		717		688		89		12		145	1	63		255	1	107		118	8	8,708
Hand Tools, -----	2	362		63		114		20		103		31		1	1	138		35		33		3	1,259		722		825		270		64		4		53		36		126		17		38	3	4,322	
Electricity, -----		10	2	1		5		1		2		3						2		4			50	4	24		46	5	27		3				1		1		2				2	17	184	
Explosives & Explosions, -----		30		13		9		1		5		1				2		1		2			54	27	196	2	68		12	2	9			1	13		2		5		1	1	10	38	434	
Hot & Corrosive Substances, -----	2	106		56	2	75		5		54		25		2		14		31		54		5	9	855	3	75		65		129		10		1		36	1	50		23		9	3	23	21	1,703
Falling Objects, -----	5	360		40	1	132		12	1	47		19		1		81		35		31			5	930	1	92	1	50		134	1	38		1		36		6		56		13	1	39	16	2,153
Falling Objects (Mines & Quarries), -----		4		41	1	24																			72	1,757	52	2,021			3	42												128	3,889	
Fall of Persons, -----	9	689	1	76	1	197	1	44		160		46	1	10		113		84	1	114		8	10	1,156	6	634	3	311	11	652	1	36		11	2	251	1	67	1	277	1	61	3	171	53	5,168
Stepping upon or Striking Against Objects, -----		276		39		104		38		76		29		2	1	38		42		50		5	1	518	1	476		202		174		7		6		58		21	1	113		17		35	4	2,326
Miscellaneous Causes, -----	4	101		25	2	63		4	1	27		3		2		24	1	12		11	1	1	3	319	2	306		157	3	188		11			1	53		4		43		12	4	85	22	1,451
Total, -----	38	3,268	12	681	10	1,613	2	343	7	929	1	334	1	39	2	1,024	2	632	2	775	2	60	90	12,599	148	7,230	87	6,631	90	5,116	12	416	1	68	7	841	4	289	4	1,104	2	319	16	743	541	45,064

*NOTE: F.=FATAL, N. F.=NON-FATAL.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

RICHARD H. LANSBURGH, Secretary

MAY

LABOR AND INDUSTRY

Vol. XII



No. 5

Featuring Health Supervision in Industry,
Safety, and Organization for Safety.

Harrisburg, Penna.

1925

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COMMONWEALTH OF PENNSYLVANIA
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THE ADVANTAGES AND EXTENT OF HEALTH SUPERVISION IN INDUSTRY

By Mervyn Ross Taylor, M. D.

Medical Officer, Bell Telephone Company of Pennsylvania and Associate Companies.

Medical Director, A. M. Collins Manufacturing Company.

Industrial Consultant, Philadelphia Health Council and Tuberculosis Committee.

Instructor in Industrial Medicine, University of Pennsylvania.

As there is still a considerable uncertainty among employers regarding the value of medical supervision, as well as the proper functioning of a medical department in industry, this article is an attempt to discuss the subject in as broad a manner as possible, believing that it may be of help to the employer who is considering establishing a medical department in his business.

Industrial medicine and surgery is a new specialty. It deals with the human maintenance problem in industry. For many years our modern industrial concerns have regularly employed experts to study their expensive, complicated machines in order to preserve their mechanism and obtain their maximum efficiency. The human machine alone has been sadly neglected. It is true that company surgeons have existed for many years, but rarely did the scope of their work extend beyond the repair of injuries. The new specialty of industrial medicine, not only furnishes adequate medical and surgical care when necessary, but includes all measures bearing upon the health, welfare, and working ability of employees; so that now complete medical supervision of the employees' health has become an essential part of the organization of many of our progressive industries. The modern employer has come to realize that the human machine pays a far larger return on the investment in its upkeep than any piece of iron or steel ever can or will. Therefore, the past decade has witnessed the birth, in this country, of one of the most important movements for human conservation; and this movement has gone on and expanded into a great, live issue with far-reaching influence.

Physical health is man's greatest asset; and as this is true individually, it must be true collectively, therefore, the capitalizing of it should become a consequential factor in all industries. The result of a well-organized industrial medical department should be as beneficial to the employer as to the employee. To the employee, it means more healthful and better working conditions, which stimulate production and thereby increase wages. It helps to obviate the causes of discontent and labor unrest. It means better home conditions, for which the plant furnishes a stimulus and sets an example. It means a saving in wages and a diminishing of suffering. It decreases the potential causes of disease, accidents, and loss of

working power. A successful medical department discovers disease in its earliest stages. It makes possible its more rapid and certain cure. It prevents overwork, brings about the control of all contagious diseases, and reduces the hazards of the occupation by removing the causes of accident to employees.

To the employer, it means a larger financial return, the extent of which it is difficult to estimate. No medical department should be discontinued until after it has had a fair trial, extending over a period of several years. During that time the number of cases should increase rather than decrease. Better supervision will reveal many cases requiring treatment, which otherwise would have been neglected. This supervision will save many days and weeks of lost time due to sickness. There will also be an increase in general efficiency resulting from the improved physical surroundings. There will be an increase in good will, and a more harmonized personal relationship between the employer and the employee.

When it comes to the consideration of establishing health supervision in an industry, two main factors must be taken into consideration: the number of employees, and the type of industry. It would be inadvisable for a small plant, having from one hundred to five hundred employees, to consider having a full-time physician, except when the work is of a hazardous character; and only then when the industry is located remote from available medical facilities, such as hospitals, physicians, etc. The type and size of the industry will also have a bearing upon the extent of the medical supervision to be carried on, the number of doctors and nurses to be hired, as well as the size and equipment of the medical quarters.

Many plants consider it advisable to employ a physician on only part time. Small industries sometimes combine to secure a doctor; others employ one doctor full time and several assistants part time, aiming thereby to develop group practice by engaging physicians who are specializing in the various branches of medical work. The latter plan of group practice for large industries has worked out satisfactorily when all the physicians were part-time employees, including the medical director.

There are certain advantages and disadvantages in each of these plans, the ultimate selection depending on the size and nature of the industry. I am inclined to favor the part-time plan of medical supervision for the average industry. Experience has shown that very few industries are willing to pay a salary commensurate with what a well-trained scientific physician can earn in private practice. The industries can, however, secure the services of such a man for part time, leaving him free to develop his private practice. Thus, doctors who have been thoroughly trained in every branch of medicine and surgery, but who are developing their specialty can be gathered together in the plant dispensary, making a diagnostic and treatment group far superior to the majority of full-time staffs. If they are paid sufficiently for this part-time work, most of these physicians will remain with the concern for years,—each succeeding year becoming more and more valuable to the industry.

It is a fact that in the past too many of the full-time physicians have been underpaid, have been held too closely to the plant, causing them to settle into a rut, and preventing their scientific develop-

ment. Such a policy has deterred the best-trained men from taking full-time positions. A few industries, willing to pay for the best service, have been able to secure and hold men of the highest professional standing, who give their entire time to this work. The strongest argument for such a plan is that the doctor's undivided attention is devoted to the employes. Experience further favors the part-time staff because the members will not find it necessary to consult outside specialists as frequently as will the full-time staff. For example, in one large industry, employing a group of physicians, each physician spends daily from three to three and a half hours at the plant. During that time he works at a pace at which it would be impossible to go for the entire day. Among these doctors are represented the following specialties: surgery, gynecology, internal medicine, tuberculosis, dermatology; as well as the specialties of the eye, ear, nose, throat and x-ray. In addition a trained laboratory technician is employed. This group is not so highly specialized, however, that they are not efficient as examiners and general emergency physicians. All of these from the very nature of the work, are highly specialized in preventive medicine. It would be financially prohibitive for the industry to employ half of the staff for full-time work, whereas by the part-time system they are able to avail themselves of this best type of special service.

It is not to be inferred from the foregoing statements that an industry, be it large or small should undertake to start out with an elaborate outlay in either equipment or personnel. Indeed, it is far wiser to make a small beginning in the health supervision program, and gradually work up to the full requirements of an adequate medical department than to start too extensively and have to retrench. Small plants, having from two to six hundred employes, may obtain very satisfactory health supervision by having one part-time physician serving from six to twelve hours a week with one full-time trained nurse. For larger industries at least one full-time or two part-time physicians for a thousand employes is necessary. It must be clearly understood that the success or failure of a health campaign in any industry depends largely on the personality of the plant doctor. If ever there were a case in which the best is none too good, it is in the case of the selection of the most suitable man for this important position. He should have not only high standing in his profession, but also must he have personal and tactful qualities that are exceptional. He should be broad-minded, sympathetic, adaptable, with an infinite capacity for administering details. He should be as carefully chosen as any other executive, and should be responsible only to the management.

A trained nurse or nurses are indispensable. Those chosen should have a well-developed social sense, likable personality, tact, and judgment. Their duties would be to assist in examinations and surgical cases, to supervise the rest room, and to give assistance in case of illness in the plant, and at the home under certain conditions. In some industries all the absentee visiting has been done by the nurse. The tendency to-day, however, except in very small plants, is to send the nurse only in case of sickness. There is also a place for a clerk and a stenographer, for the records of the department are most important. Every medical department should have

its office and dispensary, including a waiting room, examination room, and rest rooms, all dependent upon the size and nature of the industry. The laboratory too, is coming to play an increasingly important part as physicians and employers realize the richness of the field that industrial medicine opens up for exploration. This involves the use of trained technicians. An intelligent plant nurse can be most effective in supervising, reporting home conditions to the plant physician, teaching better standards of living, instituting health crusades (both instructional and inspirational), and in case of necessity, teaching the care of the sick. These tasks are delicate and difficult. Not every one can make suggestions without appearing to intrude. The nurse must avoid the appearance of paternalism, but a tactful and sympathetic woman may accomplish all that is desired. Through the nurse, the physician and employer may learn whether financial assistance is needed to relieve worry and anxiety. This is as essential as the medical aid, for the worried, anxious worker is as great a liability as the ill one.

Sick and death benefits and group-insurance plans organized in the plant and supervised and operated by the employes are in general and successful use. They are as essential as medical activities. The worker who is ill must know that his family is cared for while he is incapacitated, or his recovery will be retarded by worry. All benefit plans should be an encouragement to thrift, morality, and domesticity. There should be prompt assistance in financial and social difficulties.

In determining the cost of the medical department the following factors must be included: calibre and number of physicians, number of hours physicians are employed, amount of outside medical and surgical service, number of nurses, number of lay assistants and technicians, number of employes, nature of industry, the amount of supplies needed, the extent to which the laboratory is used, and the dental department.

The results of a survey of ninety-nine industries made in 1916, by Magnus Alexander for the National Industrial Conference Board, published in the Monthly Labor Review for July, 1919, are most significant. The purpose of this survey was to furnish a statistical basis from which employers could deduce the cost of health supervision in their plants. This survey was fairly exhaustive, was conducted in a scientific manner, and may be accepted as authoritative. In the group of plants studied were several that offered medical aid to the families of employes, as well as to the employes themselves. Including these, the average cost in all plants amounted to \$2.50 a year for each person treated. When only those plants that restrict their service to the employes were included, the cost was found to be but \$2.21 per person. This survey covered the treatment of 3,165,114 cases. The average cost of each case was thirty-nine cents. These figures do not, however, include compensation for injuries, the overhead expense of the medical department, or the amount of money paid in benefits to employes. Neither could such a survey measure the effect of medical service on industrial good will, on labor turnover, or on production. All of the plants investigated, however, were in substantial agreement that this service was a pronounced benefit in all of these respects, and that the re-

sults in good will, improved morale, and increased efficiency made it one of their most profitable investments.

Records in the medical department are absolutely essential. They should be closely connected with the job analyses. They should be available to the employment department and used in connection with the effecting of transfers and the placing of new workers. There should be a correlation of the new physical examinations with previous examinations. If a physical defect has been corrected, it should be shown on the records. If a new injury is caused by an old defect, the records should clearly indicate it. The record of each individual should include the history of the patient, a diagnosis of his complaint, the character of the treatment, and positive statements of the findings. The cards for the recording of the essential data which are here illustrated have been found adequate by one plant.

Within the past few years many industries have added a dental clinic to their medical department because of the known and definite relation of mouth infections to certain diseases leading to persistent ill health. This is especially important when it is realized that more than twenty per cent of the causes of disabling illness are traceable to diseases of the teeth or tonsils. It is no wonder then that many industries include dental care in their health programs. There are four types of dental dispensaries: those wherein only examinations and prophylaxis are done, with no charge to the employee; those wherein examinations, prophylaxis, and fillings are

Date.....
<p>Dr. Taylor:</p> <p>.....</p> <p>has been employed as</p> <p>in Department.</p> <p>Please examine and report on reverse.</p>
420

Request for Physical Examination.

Report of Physical Examination on Reverse Side.

done, with a small charge to the employee; those wherein all types of dentistry are done entirely at the company's expense; those wherein all types of dentistry are done both for employees and their children at a small charge to the employee.

A dental dispensary can be made to be partly self-sustaining, at least within fifty per cent of its cost and upkeep, by making a

small charge to the employee. These small charges to the employees have never in my experience deterred any employee from following the recommendations made for dental work by the plant dentist. All work is performed on company time and by appointment. In



Dental Dispensary

one factory a thoroughly competent graduate dentist is on duty at certain hours each week for the purpose of making careful examinations of the month, cleaning teeth, and giving dental treatments,

A. M. Collins Mfg. Company

DENTAL DEPARTMENT

Name _____

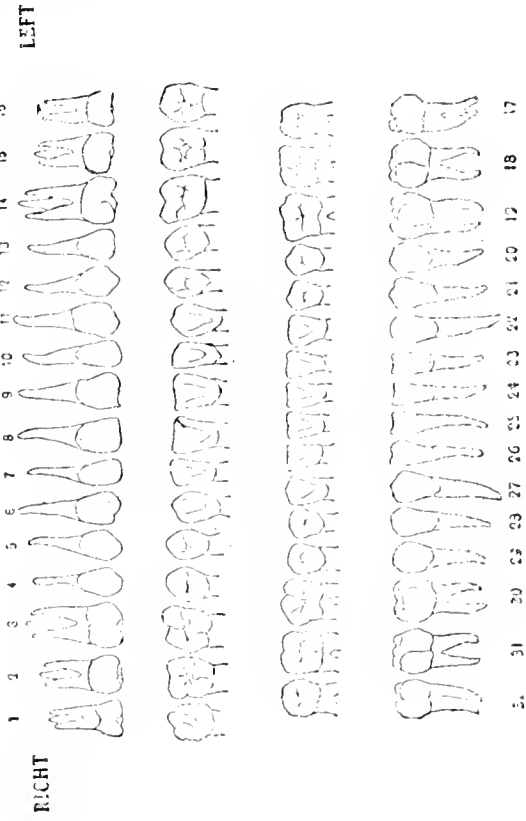
Dept. _____

Address _____

Age _____

M S. _____

REMARKS



Diagnosis: _____

NATIONALITY	SEX	PREVIOUS OCCUPATION	AGE	CONJUGAL CONDITION	NO. OF CHILDREN
U. S. A.	M	Station Installer	26	M <input checked="" type="checkbox"/> W <input type="checkbox"/> D <input type="checkbox"/>	
MEDICAL HISTORY			PHYSICAL EXAMINATION		
FAMILY HISTORY TBC. Neg. Mother has diabetes Epilepsy Neg. Insanity Neg. Infectious Diseases <u>Measles as a child</u> Disorders of Metabolism (Diabetes, Rheumatic) Neg. Diseases of the Joints Bones or Muscular System (Include Rheumatism) Neg. Hernia (Rupture) Neg. Pilon Hemorrhoids (Piles) Neg. Gastro-Intestinal Neg. Circulatory Neg. Respiratory Neg. Nervous Neg. Skin Neg. Ear Neg. Naso-Pharyngeal Neg. Has had sorethroat frequently Injuries, Accidents, Operations <u>Tonsillectomy 1908</u> Endrial Age at Regul. Scanty Leucorrhea History Onset Normal PAINFUL PROFUSE Successfully Vaccinated When? <u>Childhood and 1920.</u> Habits Signature of Applicant <i>John S. Doe</i> Accepted <input checked="" type="checkbox"/> Rejected <input type="checkbox"/> Physically Unfit <input type="checkbox"/> Accepted for Limited Period <input type="checkbox"/> <u>See Note</u> Why? Subsequent Examinations			PHYSICAL EXAMINATION Weight 150 Height 5'9" Temperature 99 Pulse Rate 80 Hearing Rt. Lt. } O.K. Tongue Teeth Gums Throat Tonsils <u>Neg. 3 Gold Caps Fair Neg. Neg.</u> Acuity of Vision Color Blind Vision Glasses Pupils With Glasses Right 20/20 Left 20/20 No Yes Equal Regular Without Glasses Right 20/30 Left 20/40 Blood Pressure Systolic Diastolic Arteries Normal 140 70 Heart Action regular. Reacts to exercise normally. Systolic blowing murmur at apex not transmitted. No hypertrophy. Lungs Normal Spine Normal Deformities or Curvature Normal Joints None Abdomen Normal Feet Normal GU Urethral Disch. Varicocele Hydrocele Neg. Slight left Neg. Hernia (Inguinal and Femoral Canals) Ext. rings admit two fingers. Floors firm. No bulge on straining or coughing Skin Thyroid Varicose Veins Reflexes Normal Normal None Normal Urinalysis Reaction Albumen Sugar Acid Neg. Neg.		

LAST NAME FIRST NAME MIDDLE NAME ADDRESS CITY STATE
 Doe John Smith 123 High Street New York City
 DATE OF INITIAL EXAM. 10/8/24
 JOB CLASSIFICATION
 To be filled in (Company Medical Department)

Note:
 In case of rejection or physically unfit give detailed reasons.

SIGNED *W. M. Brown*
 EXAMINING PHYSICIAN

Physical Examination Sheet

The reverse side of the sheet shows date, history and physical signs, and treatment.

such as extracting and filling teeth. Elaborate dentistry, such as crown and bridge work and the making of artificial teeth, is not, however, undertaken. A nominal charge is made to the employe for all operative work. The scale of prices is as follows: examination



General Dispensary

and diagnosis, free; cleaning, fifty cents; treatments, (each time) twenty-five cents per tooth; procain extractions, fifty cents per tooth; amalgam fillings, fifty cents per tooth; porcelain fillings, fifty cents per tooth.

Whenever a medical department is set up in any plant, it must be understood that a substantial reduction in the cost of carrying accident-compensation insurance is always allowed by the insuring company.

In its most comprehensive sense, medical industrial supervision includes: plant sanitation, accident prevention, health supervision by making systematic examinations of employes from time to time, examination of all applicants, periodic health examination of all employes, educational propaganda, protection against contagious diseases, surgical care of all injuries occurring during working hours and on company premises, surgical supervision of all injuries, supervision or complete care of all sickness cases, supervision or complete care of tuberculosis or venereal diseases, visiting nurse service, dental service, coordination and cooperation with all forms of welfare work appertaining to industry.

Plant sanitation comprises a periodic sanitary survey made by the medical department with a report to the management. This task is so important that it should be in the hands of a specialist, who is logically the medical officer. To him the employer must delegate the responsibility for keeping the bodies of the workers in fine trim.

Every plant will have its own specific problems of industrial hygiene which it is the business of the plant doctor to discover and to solve. It is impossible to name all the specific problems of modern industry, but in practically every plant the following may well be subjects for study: ventilation, temperature, humidity, air motion, illumination, noise, dust removal, drinking facilities, eating facilities, washing facilities, lockers and dressing rooms, toilets, disinfections, rest rooms, and recreation facilities.

In addition, there should be a careful study of the nature of the industry and of the various processes and occupations which it includes, to the end that hazards from poisons and dangerous fumes may be reduced to a minimum. This study should include an examination of the material handled and every detail of production which may influence health. There should also be a survey of the physical conditions of the plant and its surroundings. This should include the construction of the buildings, stairways, elevators, floors, walls, fire protection, and grounds.

Industrial accidents fall into three classes: those due to the physical condition of the working place, those due to certain physical and mental conditions found in the working force, and those due to disaster, such as fires and explosions. Everywhere there must be a constant study and inspection of physical conditions together with a campaign of education in accident prevention. Plenty of material under the latter head is now available, but it should be supplemented by lectures, personal talks and motion pictures.

Accidents are of a major or minor nature. Under the major accidents are usually those that are due to poor lighting, failure to make reports, faulty construction, old or broken machinery or tools, the lack of protecting devices and safety appliances. For these the plant is responsible morally, if not legally. The plant has hitherto waived responsibility for the class of accidents due to the mental or physical condition of the employe. These, a

thorough medical inspection would usually avoid. Of all disasters, fire causes more accidents than any other, and the prevention of fire is a logical form of effort which concerns the plant doctor as much as the municipal authorities. The preventive measures which apply to major accidents also apply to minor accidents. A minor accident may become a major accident unless it is treated promptly and intelligently. Slight injuries are serious, even though they cause little suffering, no loss of time, nor loss of wages, because their frequency makes us all careless concerning them. Therefore, the prevention of complications from these injuries is a service of the greatest importance. Such injuries are dust or cinders in the eyes; hangnails, often due to lack of proper care of the hands; pin pricks; wounds from splinters; scratches; concussions; and slight falls.

Instruction in first aid among employes will do more than any other single effort in decreasing the time loss due to accidents by preventing minor injuries from becoming major and disabling injuries. In one plant since the establishment of first-aid instruction, lost time due to accidents has dropped from 5.8 days per annum for each 100 employes to 1.3, with a marked decrease in the severity and morbidity of the injuries. All first-aid instruction is given on company time.

Physical examination of applicants is one of the most important duties of a medical department, and is of the most value to the industry when properly conducted. Its economic value being readily proved on a monetary as well as a physical basis. In time of labor shortage instead of decreasing the number of workers available for employment, as some may believe, physical examination of applicants, when rightly used, may greatly augment the supply by the proper placing of jobs of those who may be physically handicapped. The standard of the fitness to work must be governed by the type of job upon which the applicant is to be placed and upon his physical fitness to perform the work in safety to himself and others. Rejection will never reach a high percentage if physical examinations are conducted with these two points in mind. Among the factors which influence this percentage are types of occupation, sex, and hazards.

The benefits to be derived from examining applicants lie also in the detection of minor defects, which in themselves do not render the person unemployable, but which only impair his efficiency, and if allowed to go uncorrected, will ultimately place him in the unemployable class. It must be realized by those who champion the highest ideals for placing the seriously defective applicant, that but few industries have a variety of work sufficient to give employment to all comers of the defective class. We see hundreds of persons who are suffering from minor defects, such as eye strain, relaxed hernial rings, predisposing them to hernia, or those having other conditions, of which the candidates themselves are ignorant, or of which they do not realize the seriousness. These persons should be accepted, subject to correction of these defects. It is remarkable how much can be accomplished in obtaining their cooperation in having the troubles corrected, which means so much to their health and efficiency, if they are approached in the proper way.

In cases where applicants are suffering from hernia, defective vision requiring glasses, dental caries, etc., employment should be

made contingent upon procuring treatment for such conditions under approval of the medical department. Pecuniary benefits from physical examinations for the purpose of discovering and correcting defects should not be overlooked, because they are far in excess of the



Corner of Hospital Room

cost of the examinations or the maintenance of the medical department.

Health is always an asset to industry; ill health always lowers production. Only the healthy man can attain and maintain the

energy which is necessary to keep up maximum production. A decline in the health of a worker is sure to lower production. A man with a hernia, properly trussed, can do more work with less fatigue than he could if the hernia were untrussed or improperly trussed. Likewise, an employe suffering from eye strain and consequent headaches ascribes the latter condition oftentimes to the job, becomes dissatisfied, and quits, whereas in reality the job is in no way at fault.

Periodic health examination of all employes is of the greatest value in obtaining a health map of the entire working force. It should be undertaken at least once a year and oftener if the occupations are hazardous. This measure is preventive medicine in its truest sense. For, by this means can disease be discovered and a cure enacted before the condition assumes incurable proportions.

REPORT AT DISPENSARY

Name

Date

Time

Foreman

Department

Remarks:

21-R

Appointment Card

Employes' visits to the medical department should be handled, as far as possible, on an appointment basis, and through the employes' foremen or supervisors. This routing is done in order to prevent loss of time by waiting in the dispensary. Also, an appointment card should be furnished the patient which displays the name of patient, reason of visit, time of appointment, department, etc. On the reverse side is a space for whatever recommendations the doctor wishes to make, such as a leave, etc.

Applicants are graded as follows:

A.—An unqualified recommendation for employment.

B.—Recommended for employment, subject to the correction of certain minor defects, either before employment or within a certain definite time after employment.

C.—Recommended for employment provided certain definite advice is carried out, as to the placing of applicants at an occupation suitable from a physical standpoint. These cases usually present serious defects which preclude them from doing certain types of work, and here is where selective placement is of the utmost value.

D.—Not recommended for employment because of certain serious physical conditions existing, such as tuberculosis or other contagious diseases, mental and nervous diseases, hampering deformities, general ill-health, etc.

Emergency accident and sickness cases take precedence over all other cases in seeing the doctor or nurse. Fifteen or twenty minutes is usually allowed to make a physical examination. Sickness cases take a longer time to see, according to their nature and the amount of attention necessary to arrive at a diagnosis. Whenever an accident occurs a full report should be made covering,—time of accident, how accident occurred, nature of accident, condition of machine, tools, etc., names of witnesses, how case was handled, nature of first aid administered and by whom. This information is of extreme importance in making the final investigation and recommendations in the case, so that an accident prevention campaign may be carried on intelligently.

The employe should be encouraged to visit the medical department when in need of advice or treatment, and all employes should visit the medical department before resuming their work after an illness. This should be done in order to determine if they are physically fit to resume their occupation as well as to keep close observation of their health. I believe that continued treatment of sickness and accident cases, other than those which are compensable injuries, should be discouraged, as far as possible, in order that the prerogatives of the private physician are not encroached upon. The average factory employe is well able to pay for his medical attention and resents any implication to the contrary. The industrial surgeon should and must confine his work to preventive medicine and surgery in industry and to the care and prevention of accidents, etc. He is then an industrial physician and surgeon, and only then can he be so classed. The only time he should step over the line is in charity cases, when dealing with intimate personal friends, or in any and all cases where a little first aid will keep the employe from losing time which is money to him. All other cases should be handled by the general practitioner, the surgeon, or the specialist. In fact, they can be and should be handled in the same general way school children are advised of existing defects, with the recommendations for care by their family physician.

Infections, or contagious diseases are eliminated by the physical examinations of applicants, or controlled by examining all employes who have been reported out sick before they return to work and by having all employes who are ailing visit the plant doctor for examination and medical first aid. In tuberculosis alone, industrial medicine offers one of the best means of control. This is accomplished by the physical examinations made by the plant doctor, who, in consequence of being able to see the employes at frequent intervals, is able to discover the disease in its incipency and prescribe meas-

ures for its arrest or cure before it is too late. Benefits to be accrued are not only obtained by the employes themselves, but also by the employes' families and are to be looked upon as life-savers. These measures are directly under the supervision of the medical department so that the protection is given not only to every employe but to the employe's family as well. And in the case of tuberculosis, by discovering the disease in its incipency and giving proper treatment, employes' lives are saved and a return to service is made possible. Foremen should report every suspicious case of contagious disease; and examination should follow immediately to prevent its spread; likewise, venereal diseases are detected and controlled.

All physical means of controlling sickness and accidents among the employes must be supplemented by instruction of the workers in hygiene and in the precautions that must be observed by each person to reduce the risks of his occupation. Medical service cannot be replaced by such training, nor should it be a substitute for it. Medical science is becoming each year more and more preventive and educational. We hope that in time the laity will know as much about the danger of disease and the way to avoid it as do professional men. Instruction concerning such dangers is becoming increasingly a part of our general education. In every industrial plant such teaching should constitute a required course and be as much a part of a man's or woman's instruction as his or her training in how to use a machine. Sickness and accident-prevention bulletins should be got out and posted throughout the plant, and appropriate articles written from time to time for publication in the plant magazine.

The plant physician is naturally trained by the very character of his work to view every case from its economic standpoint. An accident occurs, and at once he plans the subsequent treatment with four fundamental principles in mind: how to aid recovery the quickest, how to prevent permanent disability, how to avoid a fatal issue of the case, and how to prevent a recurrence of the accident.

The welfare of the patient, the protection of the other employes, and the interest of the employer, all demand the careful consideration of these principles. Not only must the injured part be cured, but it must be functionally restored with the least possible loss of time, so that the patient can become a production unit. Employes' compensation has stimulated the growth of industrial medicine and surgery more than any other one thing. It has also laid at the employers' door the responsibility for prompt and efficient care of those injured, which in turn demands of the industrial surgeon an interest in the injured employe, equaled only by a private patient. Wound infections are, above all else, the one danger which can be almost entirely eliminated by having a medical department in an industry, provided the plant surgeon is of the right professional calibre.

There must be at all times a hearty cooperation, together with a reciprocal spirit, with all health agencies, both public and private. For at times their help is sought in solving the physician's problems, such as obtaining nursing care for the sick employes, hospital care, pre-natal and child-hygiene instruction, besides innumerable other benefits which may accrue from such contacts.

Convincing proof of the economic value of health supervision in industry is afforded by the fact that when an investigation of one hundred industries was made some time ago, no employer had abandoned the health supervision activities established in his plant. On the contrary, the prevailing tendency was to invest even more money in extending services. If for no other reason, self-interest alone should dictate to every employer, not only the economy, but the necessity of maintaining good health among his employees by every means in his power. It is an ideal that is worth working for. It is a man-sized job for any doctor who wants to render the maximum of service. It is worth all that it costs and the employer who brings it about becomes a leader of industry in the best sense.

SAFETY ORGANIZATION OF THE LINOLEUM DIVISION OF THE ARMSTRONG CORK COMPANY. LANCASTER, PENNSYLVANIA.

By A. Jones, General Superintendent.

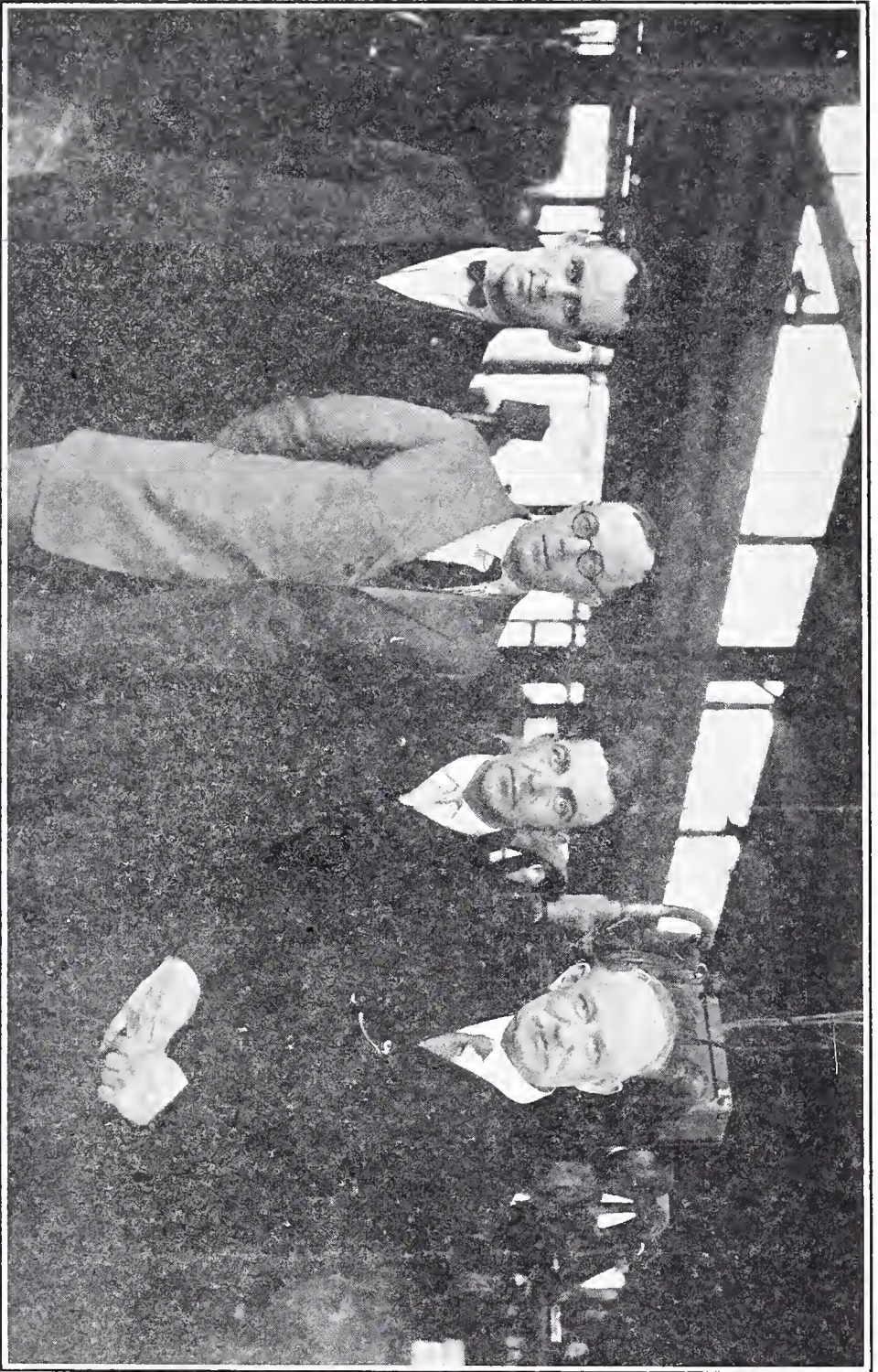
It has been our aim and endeavor for many years to not only preach Safety First but also to practice it and offer incentives to help carry on the good work. We feel that with the help of our employees we have located and guarded every hazard that can be guarded in keeping with good common sense. Various programs have been carried out with splendid results but to the untiring work of our Safety Committee and especially to the Executive Committee we owe the fullest praise.

Our Safety Committee consists of the whole of our Foremen's Association, ninety-four in number, who hold meetings twice monthly. Any question regarding the Safety or Welfare of the workers may be brought before the meeting for discussion at any time. We find this organization of inestimable value. To have the foremen interested and responsible for Safety Work in their departments results in the fullest possible cooperation; for accidents reflect on the efficiency of their supervision.

An Executive Committee of two elected members from the Association and a permanent Chairman are detailed to attend to all the Safety Activities in the Plant. The elected members hold office for twelve months and their terms of office are so arranged that one retires each half year, at which time a report is presented by the Chairman of the Executive Committee reviewing the conditions in the Plant, suggesting reforms, showing progress made, relating the number and nature of the accidents which have happened during the past half year, time lost, and compensation paid as a result of such accidents, tables of comparison of accidents and their results with preceding year's records.

The Executive Committee makes periodical inspections of the Plant and reports to the General Superintendent conditions as they

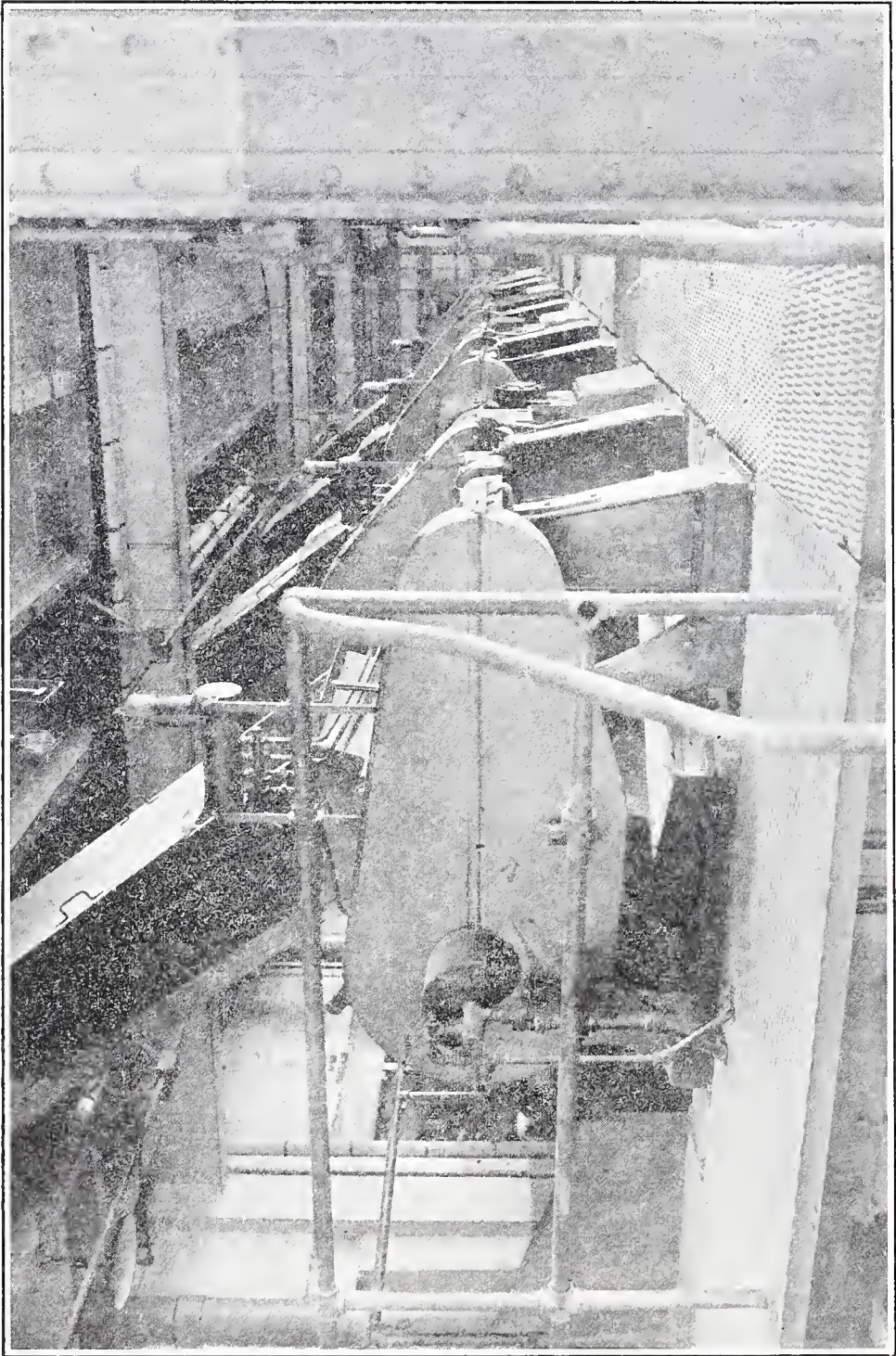
find them, making suggestions for improvement where needed. It rarely occurs, if ever, that their suggestions are not carried out as



Officers of Armstrong Cork Company
 Reading from left to right Mr. Amos S. Keen, Safety Engineer, Mr. Parker C. Dick and Mr. J. Harold Myers,
 Representatives of Foremen's Association, Mr. Arthur Barlow, Permanent Chairman.

the men elected to this committee are of such calibre that we can put implicit faith in their recommendations.

We have a **Safety Engineer**, who devotes the whole of his time to safety supervision and cooperates with the Executive Committee at all times and accompanies them on their rounds of inspection. The



A Section of Armstrong Cork Works Guard Department.

Safety Engineer's duties consist of keeping in touch with all modern lines and practices of safety work and he is called into conference at all times when new machinery is installed to help work out effi-

cient guarding. He also keeps in touch with the Suggestions Committee and follows up the suggestions made to see that the work is carried out where at all practicable. At his disposal is the force of our Guard Department, a branch of our Sheet Metal Department, who are also well trained in the most up-to-date methods of making guards for machinery and other hazards.

Special effort is directed to educational propoganda. Bulletins have played a conspicuous part in the constant campaign of safety education which has accomplished the continuous improvements in mechanical safeguarding. Bulletin boards have been erected at conspicuous places in the Plant. Our Company holds membership in the National Safety Council which provides literature for posting and distribution. We find the attractive, snappy features of these posters splendid mediums for keeping ever before the workers the importance of our efforts to preserve them from injuries.

Every foreman is provided with a set of Safety Standards, issued by the State Board of Labor and Industry, and all are expected to familiarize themselves with the provisions set forth in them.

All our employes are engaged through our Employment Bureau and care is exercised to assign workers only to such duties as they are physically and mentally capable of filling.

Before being put to work the foreman of the department or some authorized person must instruct each new employe in the duties he is expected to perform and the dangers attending such duties. A card provided for the purpose must be duly signed and witnessed, certifying that this has been done, and the card forwarded to Pay Clerk along with the notice of employment.

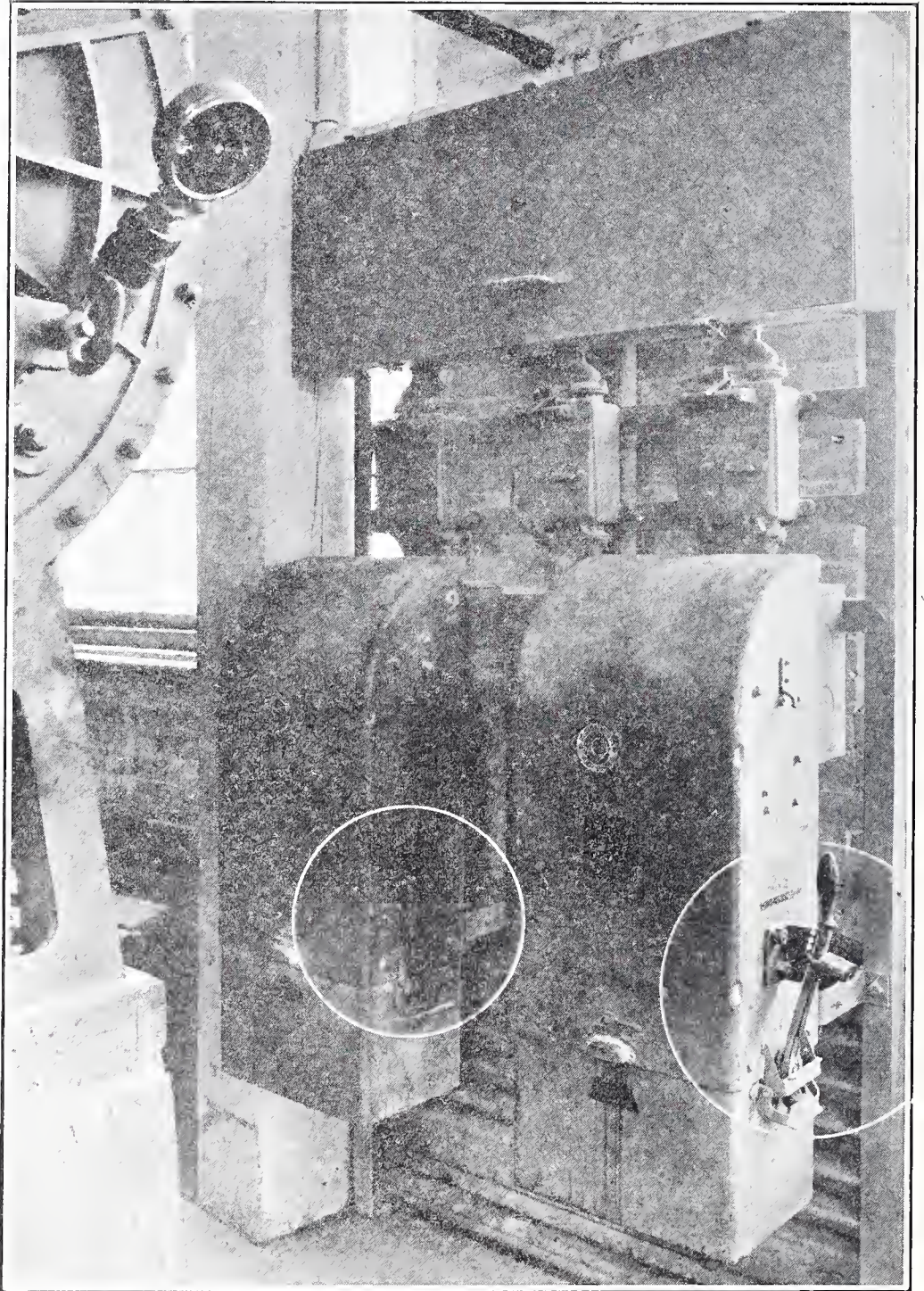
Every employe is requested to have any injury, no matter how trivial, attended to at the Work's Hospital. A nurse is in attendance from 8.00 A. M. to 5:30 P. M. and a doctor is present for one and one-half hours every working day subject to call, however, at any other time of the day. In addition to this we have a visiting nurse who calls at the homes of employes and renders such attention to convalescing employes as may be needed.

Provision is made for temporary first aid at such times as the hospital is closed by emergency first aid kits in convenient places throughout the Plant and First Aid Men, qualified and having American Red Cross medals for their proficiency in the advanced courses of first aid, are ready to render assistance. These men are trained in classes during the winter months under the supervision of the factory physician. At the present time we have about fifty First Aid Men and this number is increased from time to time and any vacancies filled that might occur.

Every accident which results in disability causing loss of time is recorded and investigated and the cause as far as possible remedied.

During 1924, we had an average of 1710 employes, with a turn over of 26 per cent. or 2154 different men in our employ. We had less than five lost-time accidents to every hundred men and less than one day per employe lost due to accidents, and when you take into consideration that disability must be for ten days or longer to be compensable you can readily picture that none of our accidents are of a very serious nature. We find that our labor turn over employes are our chief source of accidents because it requires some little time for us to acquaint them with our gospel and standards of safety.

A Safety Suggestions Competition has been found to be productive of very good results. Any employe of the Company is eligible to



Safety Locks Guard Mechanics

A safety practice carried out due to a suggestion of one of our employes. Each departmental mechanic has an individual lock that he places on the switch while doing work on the machine controlled by the same and does not remove it until he has finished, thus preventing any of the other mechanics, working on the same job, from starting the machine while he is engaged on it. Four locks can be attached should it so happen that this number of mechanics are working on the machine.

enter the competition. During the past year there were submitted on an average 150 suggestions each month. While these suggestions were limited to about 75 employes they were the result of the interest of our entire force. Competition has become so keen that many departments pool their suggestions letting one man have the credit so their department can boast of a prize winner. This scheme makes every employe his brother's keeper.

All suggestions are classified under two heads, Efficiency and Safety and points are awarded for each suggestion or report sent in. The Judging Committee, composed of a Chairman, Safety Engineer, two elected representatives from the Foremen's Association and two elected members from our Shop Committee, meet once a month and award points and prizes according to the merit of the suggestions sent in. Each month are awarded four prizes:

1st Prize	\$5.00
2nd Prize	\$3.00
3rd Prize	\$2.00
4th Prize	\$1.00

At the end of twelve months the competitors who have earned the highest combined points for Safety and Efficiency suggestions will receive prizes as follows:

1st Prize	\$30.00 and a Gold Medal
2nd Prize	\$20.00
3rd Prize	\$15.00
4th Prize	\$10.00

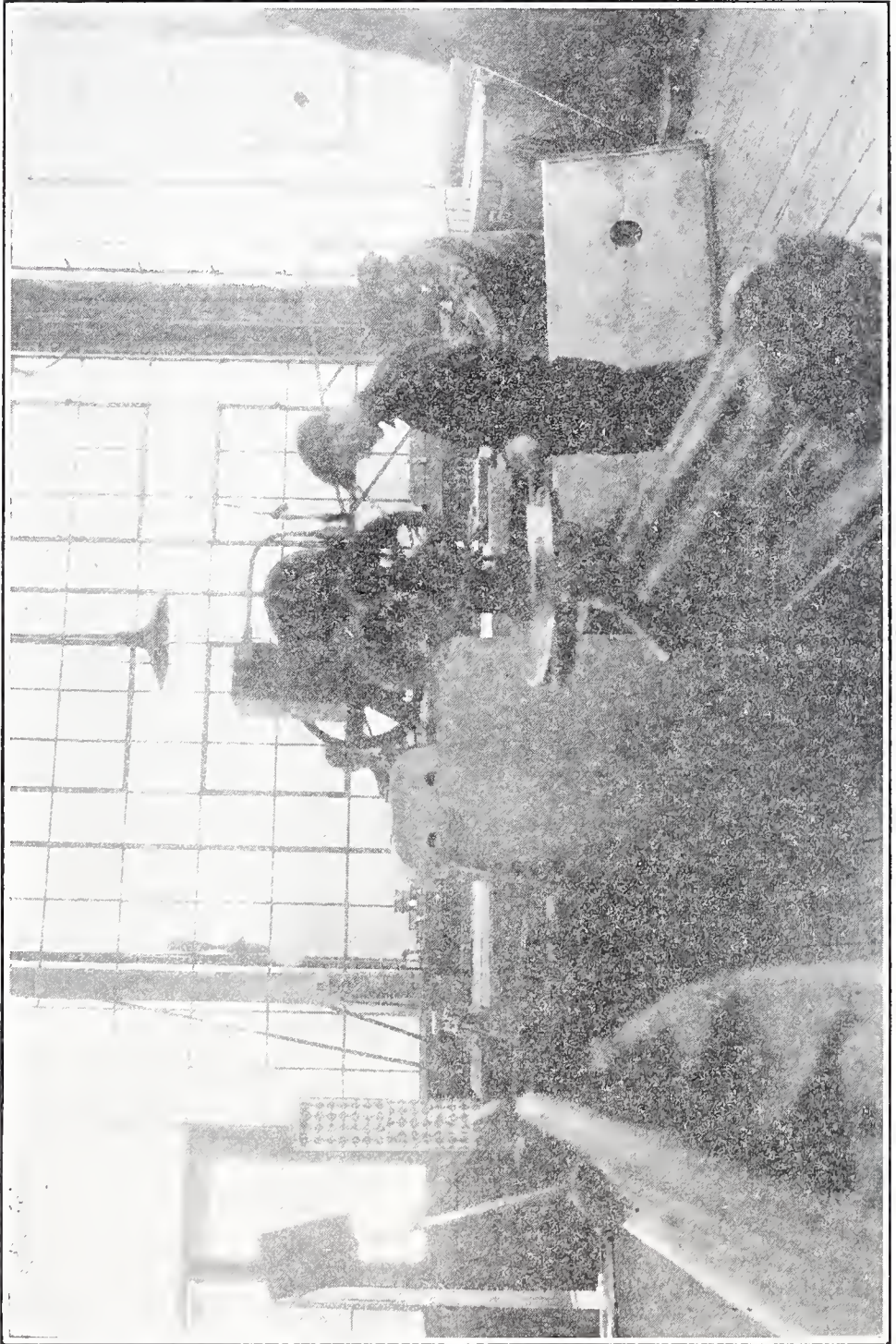
Suggestion of special merit are forwarded to the management for consideration and special reward, in addition to the prize and points they earn in the competition.

The first twelve highest aggregate number of points at the conclusion of the competition are given a trip to Philadelphia, Atlantic City or New York as their choice may be, with all expenses paid.

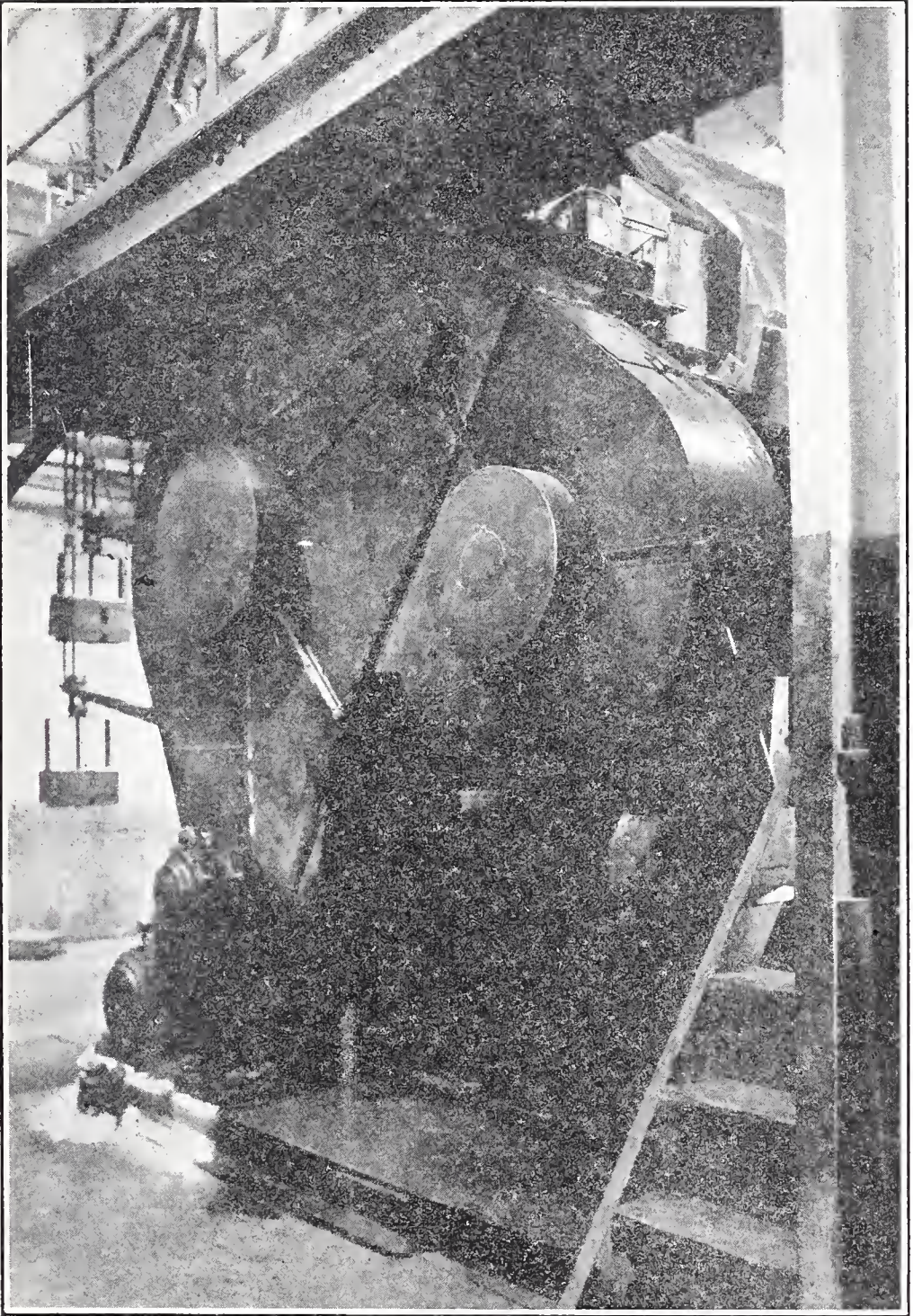
To further stimulate interest this year we started an "Inter-Departmental No Accident Competition." A system of points was adopted and awards made in the following manner: We took our accident records for the past three years to arrive at the average number of accidents that will or are likely to occur in a department and using 12 accidents per year as an example we allowed the department ten points per accident or 120 points for the year and with the ten points awarded each department every month, the department in question would have 240 points for the year for a clean record but should any of the employes of that department meet with an accident 10 points for each accident are deducted and at the end of the year the gain or loss over 120 points is the increase or decrease in accidents for the year over the past three years. If the past two months are a criterion of what we may expect we believe it will have a marked effect in reducing our accidents.

Radical changes, which are not always the most lasting or beneficial, have played little part in our program. We have steadily followed the progressive educational policy of trying to get the co-

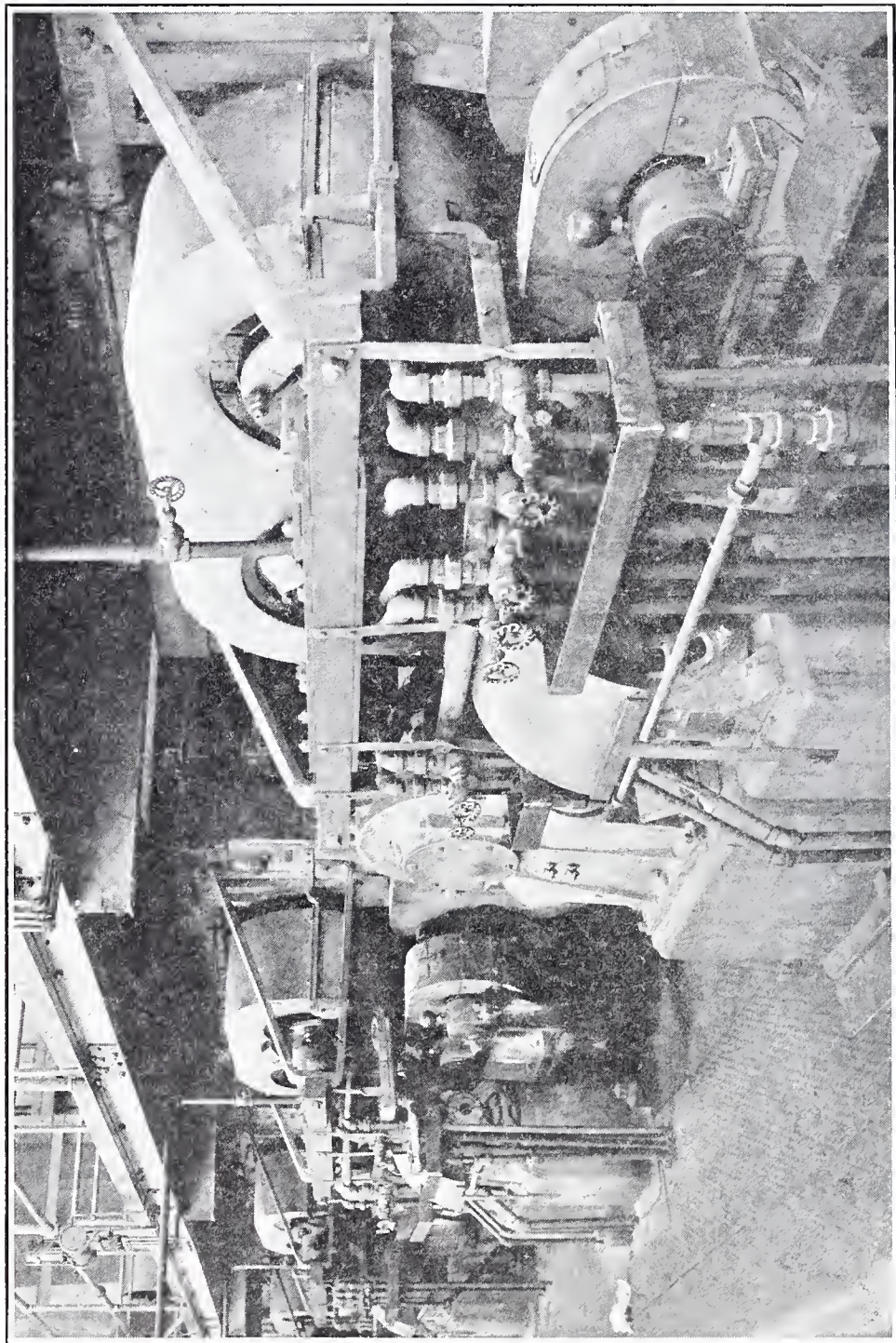
operation of all along safety lines. Our Suggestions Competition is proving to be of the most value in pulling across the right kind of propoganda by getting the workers interested in their own self-preservation, and by keeping faith with them, by conducting the competitions honestly and by trying our best to get done for their safety and comfort the things they suggest. We have won their con-



Guards Covering Driving Gears on a Finishing Calender.



Guards Covering Gears on a Calender.



Guards Covering a Train of Gears on Set of Mixers.

fidence as is evidenced by the number of reports and suggestions submitted during the year and the cooperation we receive.

WORKERS' EDUCATION IN PENNSYLVANIA.

By Richard W. Hogue, Director,

Department of Education, Pennsylvania Federation of Labor.

At present, workers' education is in its pioneer stage, both in the nation and in Pennsylvania. There is a national Workers' Education Bureau, whose president is James H. Maurer, President of the Pennsylvania Federation of Labor. The bureau has headquarters at 416 West 24th Street, New York City. The Department of Education of the Pennsylvania Federation of Labor is located at the headquarters of the Federation, 430 North Street, Harrisburg. The work consists chiefly, at present, in efforts to arouse interest, secure students and teachers, and organize classes throughout Pennsylvania. Other developments of the work include educational bulletins, summer schools, open forums, research, circulating libraries, Chautauquas, and lectures on labor problems. As in England, this movement will grow slowly, but it is destined ultimately to fulfill a large function in society as well as among the organized workers.

Workers' Education is something more than a mere class movement. It is a response to the individual worker's ambition to lead a life of wider knowledge, larger power, and greater happiness. It is a contribution to a higher general average of enlightened citizenship. It is an aid in producing a finer, happier humanity and in advancing the progress of the human race as a whole, as well as a benefit to the millions whose economic status compelled them to leave school at an early age.

An educated citizenship is essential to the existence of a democracy. We have the most extensive public school system in the world. Yet, in the United States, in this modern day, a large majority of the children never even get through high school. Last year one and a half million children of school age were compelled to go to work.

It is not class jealousy or envy, but a sense of moral justice, that proclaims this state of things to be not only wrong, but dangerous to a democracy. Labor feels that it is forced in self-respect, as well as in self-defense and for self-development, into the field of education. It has entered that field with the conviction that is born of a very real practical need, though this conviction is held by only a small minority of the workers at present. So far, it has been possible to organize less than fifty classes throughout the State.

Workers' Education is not only a new thing. It is a unique thing, free from control delegated to long-distance trustees and short-policy boards. It is in the control of the students who form the

classes, with teachers and text books of their own selection and with full freedom of discussion in the classes. Its curriculum ranges from a study of the English language to the purpose and program of the Labor Movement, from public speaking to politics, from shop economies to psychology, from the better appreciation of literature to the larger knowledge of life, from practical problems of today to programs proposed for the future.

There is a Philadelphia Labor College, with ten courses of study, led by teachers from the University of Pennsylvania, Swarthmore, and other colleges.

The educational work in District 2, United Mine Workers, is progressing under the direction of Mr. Paul W. Fuller. It is interesting to note that in one small mining town a class of thirty-five women has been organized. This class is studying "A Short History of the American Labor Movement," published by the Workers' Education Bureau. All the other classes in District 2 are studying the problem of the coal industry. Labor Chautauquas have been held in two small towns in this district.

The Workers' Education movement is encountering many difficulties. Chief among these are the problem of financial self-support and that of arousing sufficient interest to organize and maintain study classes. These difficulties must be met by all undertakings that require serious thought and sustained effort, and that demand the substitution of honest thinking, clear reasoning and reliable knowledge for mental inertia, traditional prejudice and long-standing ignorance. It speaks well that organized labor has undertaken so serious a task. There can be no doubt that the dispelling of ignorance and the development of right thinking is not only full of promise to the workers but will contribute to the stability and progress of industry and to political and social well being.

SAFETY IN BUILDING AND CONSTRUCTION INDUSTRY.

By John S. Spicer, Chief,

Accident Investigation Section, Bureau of Inspection.

The cost of building construction has been rising steadily during recent years. Two very evident reasons for this are higher cost of material and the increasing cost of labor. It might be well, however, for the building-construction industry to give some attention to the matter of cost with respect to accidents which are occurring daily in large numbers in this industry. An examination of the accidents reported to the Pennsylvania Department of Labor and Industry for the year, 1924, shows that a very heavy toll is being levied on this industry through the large number of fatal

and non-fatal accidents which have occurred in the past and which, up to the present time, continue without reduction. With the exception of the iron and steel industry and the soft and hard coal industry, the building industry in Pennsylvania, reported the largest number of accidents during 1924, i. e., 217 fatal, and 16,433 non-fatal accidents.

These accidents, when weighted according to the scale of time lost for weighing industrial-accident disabilities recommended by the International Association of Industrial Accident Boards and Commissions, represent a time loss of 1,798,749 days. The average hourly scale of wages in the building trades in this State for 1924 was over \$1.00 per hour, and with this rate as a basis, it may be stated that these accidents represent a wage loss, conservatively estimated, of \$17,000,000. If we add to this loss the cost of breaking in new men to take the places of those injured, we may add \$250,000. The cost of compensation paid and awarded must also be added. This amounted, during the year 1924, to \$1,282,117. In other words, industrial accidents in the building and construction industry during the year 1924, cost employer and employe almost \$20,000,000. Surely the loss thus incurred is worthy of consideration.

If we make a detailed study of the fatal accidents which have been reported by this industry, we find that 56 out of a total of 217 are classified under the heading "Fall of Persons." In other words insufficient protection around openings, unsafe means of entrance and egress, unsafe stairways, non-standard ladders, etc., have been responsible for the 25 per cent of the persons killed in the building industry.

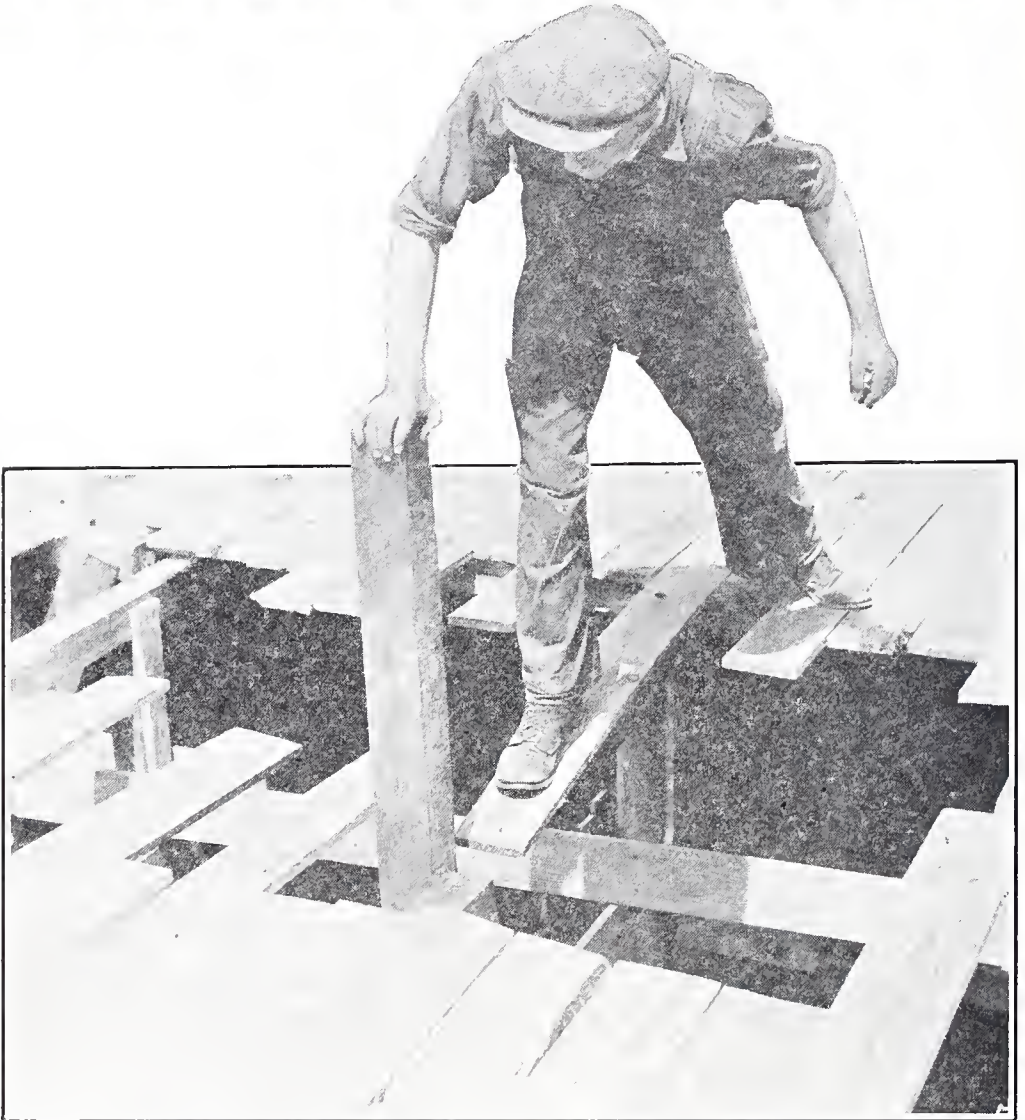
The next largest number of reports of fatal accidents is listed under the heading "Falling Objects." Thirty-three deaths were reported under this heading. These can be prevented only by affording proper means of protection to those employes who are working underneath other employes. Material thrown or dropped from heights, without proper warning to those below, the lack of toe boards around floor openings, or screens around scaffolds to prevent material falling, have been, to a large extent, responsible for these deaths. Cranes and derricks took their toll of 18 lives. The proper inspection of tackle and obedience to instructions to keep out from under suspended loads would probably have reduced this number of accidents.

The accompanying tabulation will give in further detail other causes which have been responsible for the remainder of the 217 fatal accidents reported during 1924.

It is interesting to note that under the heading of non-fatal accidents, the majority of accidents occurred under the heading "Handling of Objects." Out of a total of 16,433 accidents reported, 3,632 are listed under this cause, and can be classed as those which occur under the term "hand labor." Lifting, carrying, piling, and lowering material by hand is the kind of work relatively most prolific of accidents. Individual care on the part of the workmen concerned would be the only way in which this class of accidents could be eliminated. For that reason the workman must be constantly warned to do his work in a safe way in order to protect himself.

Three thousand one hundred and fifteen non-fatal accidents were reported under the cause "Fall of Persons"; and the remarks with respect to fatal accidents occurring under this cause applies equally as well here.

Recklessness



Courtesy of National Safety Council.

Guard Floor Openings and Prevent Accidents

Floor openings should be covered or railed off with toe boards around the opening. Loose lumber or projecting nails should not be allowed to lie about. Good housekeeping is the best accident preventive.

The next largest number of accidents reported, 1,799, occurred under the cause "Stepping Upon or Striking Against Objects." The

greater proportion of these accidents is caused by employes stepping on upturned nails. This emphasizes the matter of constant supervision of construction work in order that debris or other material on the floor or in passageways should be removed or stored in an orderly manner. In other words, good housekeeping should prevail in all construction jobs, not only from the standpoint of safety, but as a matter of economy.

Further details regarding the number of accidents reported under each cause are given in the table.

Accidents Reported to the Bureau of Workmen's Compensation During the Year 1924

	Building and Contracting		Total Accidents Reported, all Industries		Per cent of Building and Contracting Fatal to all Fatal	Per cent of Building and Contracting Nonfatal to all Nonfatal
	Fatal	Nonfatal	Fatal	Nonfatal	Percentage	Percentage
Machinery	5	662	78	16,816	6.41	3.93
Boilers	1	8	6	179	16.66	4.47
Pumps, Compressors and Prime Movers	0	90	5	541	.....	16.66
Transmission	0	20	17	379	.....	5.27
Elevators	11	119	46	764	23.91	15.57
Cranes and Derricks	18	629	76	3,244	23.68	19.39
Cars and Engines ...	19	309	442	20,912	4.29	1.47
Motor Vehicles	12	486	112	6,509	10.71	7.47
Horse Vehicles	1	182	27	2,106	3.70	8.64
Hand Trucks	0	241	13	4,359	.....	5.52
Water Craft	3	71	11	135	27.27	52.59
Handling Objects	8	3,632	67	36,512	11.94	9.94
Hand Tools	2	1,733	36	17,354	5.55	9.98
Electricity	14	51	88	1,082	15.90	4.71
Explosives and explosions	4	104	215	1,744	1.86	5.96
Hot and Corrosive Substances	8	558	87	6,463	9.19	8.63
Falling Objects	33	1,640	111	8,063	29.73	20.34
Falling Objects (Mines and Quarries)	0	16	442	13,997	.....	.11
Fall of Persons	56	3,115	185	17,429	30.27	17.87
Stepping upon, or Striking Against Objects	4	1,799	18	10,410	22.22	17.28
Miscellaneous Causes	18	578	127	6,332	14.17	9.13
Total	217	16,943	2,209	175,330	9.82	9.15

Many large contracting firms have splendid safety organizations and in an effort to find out how these firms handle their safety matters, a letter was written to various representative contracting firms doing business in the State of Pennsylvania. One letter received is as follows:

"In the erection of large buildings there are usually several contractors having men employed thereon and great care should be exercised to see that employes of these contractors do not work, one above the other, unless ample protection is provided. The iron erectors, being above all the others, are usually accused of causing all the trouble and this very frequently can be avoided by the general contractor seeing that either the men of the sub-contractors are kept from under the iron workers or are amply protected by planking.

"Another thing of importance is that the heaters of the riveting gangs should never throw rivets, but pass them, and especially so, when the men are driving on the street side of a building where, if

a rivet is missed by the catcher, it will go down into the street and possibly injure some one.

"Foremen in the field who devise any safety methods should send the information to headquarters for dissemination. The first consideration in handling any erection work must be safety; and foremen, under no circumstances, should take or allow chances to be taken in the execution of the work which may result in accident or injury to persons or property. All rigging, falsework, derricks, travelers, etc., should be very frequently inspected to see that there be no defect of any kind and, if any defect be found, the material or equipment should not be used.

"Timber for scaffolds must be sound, free from all defects, and always ample for the purpose intended. Special care should be taken to see that the current is cut off from live electric wires before any work is done near them, especially high tension wires. Men who have been drinking or are sick should never be permitted to do erection work."



Courtesy of the National Safety Council.

Unprotected and Unguarded Floor Openings Cause Many Deaths and Serious Accidents.

The representative of another company which does contracting work throughout the United States describes the work of its safety organization as follows:

"The safety organization is made up of a general safety committee, composed of company officials at the main office, who are in general charge of the safety movement, and who are responsible for the rules and regulations covering the operations of the job safety committees.

"Each construction job has its own safety committee and the job superintendents are responsible to the general safety committee for the administration of the rules and regulations adopted by the general safety committee at Boston.

"The job safety committees are organized on the basis of five men for a job where there are from one to two hundred men employed. Two of the members of the committee are selected from the foremen on the job, one member is the resident engineer, and the other two members are mechanics from the ranks of employes. For each additional two hundred men employed, one man is added to the safety committee up to a total of ten. The additional members on a larger job are selected by the superintendent, with a view to maintaining the ratio established for the minimum number of employes.

"The minimum term of office for the members of the safety committee, except the chairman and resident engineer, is ninety days, at the end of which period two members on a five-committee job will retire and their places filled by new members. A like proportion of rotating retirements and appointments are made on jobs having larger committees. The superintendent designates which members are to retire, and at the end of an additional thirty days the other members of the original committee on a five-committee job retire, on a like proportion on jobs having larger committees. The retiring members of the committee are expected to continue their interest in the safety movement and are called on for advice and suggestions, if necessary.

"Three members of the safety committee are appointed, each week, in rotation and designated as the safety patrol committee, and are required to make a report at the next meeting of the committee.

"Meetings of the safety committees are held on a definite day at a set time each week and the general safety committee at Boston receives a report of the proceedings.

"If any member of the safety committee, at any time, finds any dangerous condition, he does not wait until the next committee meeting but reports the matter immediately to the superintendent for correction. The members of the committee also are instructed to welcome suggestions from any man on the job and the entire organization of the job is so advised. When suggestions are received from any man outside of the safety committee, which do not appeal immediately to the superintendent, the matter is brought up for discussion at the next regular meeting of the safety committee.

"The committees have a procedure to follow in conducting their meetings, which, of course, is under the guidance of the safety committee chairman, who is not the superintendent of the job, but who is usually some foreman who has had experience on some of our other job committees.

"Safety measures which are discussed at the previous meeting, and are to be adopted, are checked up at the next meeting of the committee to find out if the suggestions have been put into effect and, if not, why?

"A report from the patrol committee of three is discussed and each member of the committee is required to express himself as to his idea of safety matters in general on the job.

"Reports are read from the job doctor as to the number and severity of accident cases treated since the last meeting and each lost-time accident is analyzed as to cause; and if a preventive measure is possible, it is adopted.

"The matter of the responsibility of all foremen for the safety of their men is stressed as a very important part of the safety movement.

"When available, short addresses on safety measures, reading of safety bulletins and general matters of interest in accident prevention are read and discussed.

"As many men as possible on our jobs are familiar with the prone-pressure method of resuscitation, and the matter of first aid in case of minor cuts, scratches, bruises and nail-puncture wounds are given immediate, skillful, medical attention.

"First-aid cabinets are checked up periodically as to their contents and all devices and medicines which are missing or not of first quality are discarded and replaced.

"Our job superintendents, periodically call all their men together and address them on the matter of safety; and sub-contractors' foremen are required to sit in at the regular safety committee meetings, and in a great many cases, our safety organizations and patrol committees find defective equipment which is being used by subcontractors, and require them to replace it by proper and safe apparatus.

"Our patrol committees have fourteen subjects which they keep in mind in making their rounds. These briefly are as follows:

"A—General order and housekeeping

"B—Ladders, stairs, inclines and handrails

"C—Scaffolding and platforms

"D—Tools

"E—Hoists, hoisting equipment and derricks

"F—Sidewalk bridges

"G—Floors

"H—Shoring

"I—Explosives

"J—Electrical equipment

"K—Boilers and pressure vessels

"L—Engines and compressors

"M—Machines

"N—General conditions: such as men wearing goggles while chipping, stone cutting, grounding, etc.; proper lights at all points; examination of bulletin boards and whether the men on the job show an interest in the safety bulletins?

"One of the important features of our safety movement is the posting, each week, of bulletins issued by the National Safety Council, and each job receives, monthly, from twelve to fifteen different bulletins which illustrate by picture and terse-printed matter the causes and prevention of accidents. These bulletins are changed weekly, and on larger jobs we have two or more bulletin boards lo-

cated at various points where the men congregate; such as the time office, tool sheds, etc.

"A detailed report of the meetings of the job safety committees are sent, each week, to the general safety committee at the home office and periodical meetings of this general safety committee are held to discuss local conditions at the various jobs.

"From time to time special bulletins are issued by the general safety committee at the home office, regarding some class of accidents which seem to predominate, with detailed instructions, when possible, of how these accidents can be prevented."

It is believed that safety in the building and construction industry, with its accompanying reduction of accidents and lowering of costs from this cause, can be accomplished only after the matter is taken up seriously by the heads of the organization, and the responsibility is carried down along the line to each individual workman through the various intermediate executives.

Large buildings are being erected at the present time in cities throughout the country where the number of accidents is very small and where no fatal accidents have occurred. In these cases, however, safety has been given very serious and careful consideration. Safety inspectors are continually on the work eliminating hazards or correcting conditions which are found to be accident breeders. Superintendents and foremen on these jobs are continually watching to see that workmen do not perform their work by careless methods, and this constant supervision and attention to details has resulted in the elimination of a majority of preventable accidents. Such organizations have remarkable experiences in accident prevention, and they have not only eliminated the excessive cost which is always levied where accidents exist, but they also have the satisfaction of having reduced the loss of life and suffering which so often is considered a necessary part of building-construction work. The time has passed when the excuse: "Oh! a certain number of fatal accidents and serious injuries will occur in any large building undertaking," can be given. Each contractor or firm engaged in construction work needs to give accident prevention serious thought, not only from a humanitarian standpoint, but from the standpoint of economy. This suffering and loss of life are not necessary in the small building operations. Accidents can be prevented and their prevention will result in lowering costs and economic losses in the building and construction industry.

CHILD LABOR IN PENNSYLVANIA.

By Richard H. Lansburgh,
Secretary of Labor and Industry.

The present status of the Child Labor Amendment to the Federal Constitution gives the assurance that the enforcement of child labor laws will be solely a state responsibility for some years to come. Practically all the objections to the Federal Amendment included the statement that laws regulating the employment of children, and their enforcement, were properly a state function. This makes it particularly incumbent upon us, at the present time, to take stock of conditions relating to child labor within the State of Pennsylvania and to see what is necessary in the readjustment of our laws and our methods of enforcing them. Inasmuch as there is no immediate opportunity to change the laws of Pennsylvania relating to the employment of children, we may well give our attention at this time entirely to matters of enforcement.

The Act of May 13, 1915, "to provide for the health, safety, and welfare of minors," divided the responsibility of enforcement among three agencies: the Department of Labor and Industry, the school officials, and the local police. This division of authority has always created difficulties of enforcement of the Act and will continue to do so. However, cooperation among these agencies can go far in remedying the defects of the original law.

Conditions of employment of minors within the Commonwealth have changed greatly since the passage of the Act in 1915. The inspectors of the Department inform me that when they first started enforcing the Act it was no unusual procedure to hide children under barrels as soon as an inspector came into a factory, or to have some general means of alarm whereby the children would be ushered out of one door as the inspector walked in through another. This type of violation of the Child Labor Act is, at the present time, practically nonexistent. All industries of any size in the State of Pennsylvania are either actively cooperating in the enforcement of the Act or are at least not knowingly violating its provisions. The small manufacturing establishment, and the grocery store, in congested districts of our larger cities, may still knowingly violate the provisions of the Child Labor Act, but larger industry cooperates in its enforcement. This is not only true of manufacturing establishments, but of mines.

In the spring of 1924 a joint survey of the Anthracite District was made by the Department of Labor and Industry, the Department of Public Instruction, and the Department of Mines. In more than one hundred collieries visited, the survey showed that the Child Labor Act was being rigidly enforced. Almost all the collieries refused to employ boys under sixteen years of age, and demanded age certificate cards for boys between the ages of sixteen and twenty-one. In this whole area only five boys between fourteen and sixteen years

of age were found to be employed, and proper certificates were on file for them. Mine operators, like most large factory owners, have taken a stand against the employment of minors between the ages of fourteen and sixteen years for two reasons: first, they do not care to bother with the continuation school; second, there has been a growing realization, since the law was passed, that child labor is not profitable in many cases.

The pressure toward violation of the child labor laws now comes, to a greater extent, from the home of the child than it does from the mill, the mine, or the store. Economic necessity in some communities, and the survival of old world tradition in others, causes parents to endeavor to break down the safeguards which the child labor laws have placed around their children. This condition is found, not only in continual attempts to secure illegal age certificates, but in the conditions with reference to industrial home work and migration into the cranberry bogs of New Jersey.

This pressure on the part of parents to permit the illegal employment of their children can be adequately met in but one way. That is continual vigilance on the part of officers of the public school system who have charge of the issuance of employment certificates. While these officers, in many communities, utilize every safeguard provided by law and suggested by Department of Public Instruction, nevertheless, in other communities certificates are issued without due knowledge, and in a way which can only be described as assisting in the violation of the law. These issuing officers have received detailed instructions from the Attendance Bureau of the Department of Public Instruction, but many such officers make no attempt to keep adequate records, to make adequate check of births, or to do the proper follow-up work to see that continuation-school attendance is provided in accordance with law.

In the Anthracite-Field investigation just referred to, only six out of thirty officers, authorized to issue age certificates and general employment certificates, were issuing them in accordance with the requirements of the law, and were keeping full records and files of certificates issued. Instead of consulting the original records for births, these officers are frequently too willing to accept the word of some supposedly reputable member of the community, particularly the religious adviser of the family. One of the greatest strides which can be made in proper enforcement of the Child Labor Law is to urge upon these local issuing officers the necessity of adhering strictly to the rules and regulations of the Department of Public Instruction.

In most communities of the State, local police pay no attention whatsoever to the enforcement of the Child Labor Act. There are many phases of the Act which can only be adequately enforced through the local police. Among these are the provisions relating to street trades, and the enforcement of the general provisions in the case of children in theatricals. Local police continually patrol the streets of a city. Violations of the portions of the Act dealing with street trades are carried on continually within their full view and with their knowledge. Police authorities have generally left the enforcement of this law to the Department of Labor and Industry and the Department of Public Instruction. Interested per-

sons in every community in this State should immediately get in touch with responsible police officials in their community and impress upon them their responsibility in connection with this law. Police officials are so situated as to have knowledge concerning the violation of law with reference to children in theatrical performances, in cases where an attendance officer or a factory inspector can have no knowledge. Children in theatricals will seldom stay in a particular community more than three or six days and the logical way to keep them off the stage is through the local authorities who have continuous contact with the places of amusement in their communities.

With the decrease of child labor in the factories of the State has come an increase in child labor in the homes of the State. Some factory managers, blocked in the utilization of child labor within the four walls of their plant, have deemed it profitable to prey upon the economic necessity and old world characteristics of portions of the community by turning homes into sweat shops where little children are employed early in the morning, late at night, and on Saturdays. The work of these children is usually so arranged that it is not a problem for the attendance officer, although ill health of the child may well cause absence from school which attendance officers, upon investigation, can charge directly to this cause. Authority for the Department of Labor and Industry to satisfactorily handle this situation exists in law and the responsibility is ours. It is one of the most difficult types of situations to handle administratively, because of the number of places of employment, and the opposition of parents of children employed, as well as the general tradition that a man's home is his castle and cannot be entered. The Department is at present engaged in developing regulations which it expects will go far toward curbing this evil, and it hopes to be able to do this largely through the placing of responsibility upon the employer or contractor who gives the work out to be done in the home.

Each year thousands of children go from Philadelphia to New Jersey truck farms and cranberry bogs where they work from May to November. Employment of these children takes them from the schools at least three months a year. The Department of Labor and Industry cannot control this industry because it is in another state. It can do two things: first, prevent private employment agencies, over which it has authority, from being a party to gathering together children for shipment to New Jersey; second, it can endeavor to cooperate with the State Department of Labor of New Jersey in curbing this evil. Both of these steps have been taken. The Department is receiving great assistance in the solution of this, as well as of all other problems, from the Public Education and Child Labor Association of Pennsylvania, and the Consumers' League of Eastern Pennsylvania.

For some years there has been a need in the Department of Labor and Industry for a Section which will deal continuously with problems of women and children in industry. This Section is about to be formed and will be in full operation within another month or six weeks. It will be constantly making investigations and cooperating with others who are making investigations concerning

the status of working children in this State. It will constantly devise means of instruction of the inspectors of the Department in the enforcement of the child labor laws of Pennsylvania. Its representatives will be constantly circulating among the inspectors to insure that proper attention, both in time and technique, is being given to the prevention and follow up of violations of the Child Labor Law. This Section and the Department as a whole can do but little to better the administration of the Child Labor Law without three forms of cooperation: first, from the officers issuing employment certificates; second, from the local police; and third, and most important, from every one in the State who has a vital interest in the working children in the Commonwealth, and the administration of the laws affecting their welfare.

FATAL INDUSTRIAL ACCIDENTS TO WOMEN DURING 1924.

By Carl C. Beasor, Director,

Bureau of Statistics.

Industrial accidents in Pennsylvania during the year, 1924, were responsible for the deaths of fifteen women, ranging from eighteen to sixty-eight years of age.

Eight of these injured women died almost instantly, not any of them living more than three hours after they were injured. One of the fifteen lived a little less than one week, and six lived more than a week.

Three of the deceased were cooks, two chambermaids, two janitresses, two telephone operators, one a bookkeeper, one a car cleaner, one a matron, one a nurse, one a saleswoman, and one a teacher.

Two of the cooks were burned to death, their clothing having caught fire; while the third fell over a bag of coal and received severe body injuries.

One of the chambermaids died from body burns due to her clothing having caught fire from an upset sterno burner. The other stepped off a moving elevator, fell into the shaftway, fractured her leg, and received internal injuries.

One janitress fell on a stairway, struck her head on an iron railing, and died almost instantly. The second janitress, while scrubbing a floor, set her bucket on her left foot. In jerking her foot from underneath the bucket, she lacerated her toe slightly. She did not report the accident, and evidently neglected the injury, for septic infection of the leg resulted, and caused her death.

One of the telephone operators, owing to a street car strike, was being transported to her work by automobile. The car in which she was riding was struck by another automobile, and she was knocked

against an iron pole and her skull was fractured. Death was instantaneous. The other, a night operator, was found dead from asphyxiation from gas escaping from a gas heater.

The bookkeeper, in going about her work, struck her right leg against her desk which caused an abrasion of the skin. Later an ulcer appeared, became infected and finally caused her death.

The car cleaner was seen to step on the blind side of a car that was being shifted into the barns. She was found crushed between the car and a wall supporting the roof of the building.

The matron, while burning some waste paper, stepped too close to the fire. Her clothing ignited, and she was so severely burned that she died instantly.

The nurse, while treating patients affected with erysipelas, contracted the disease and died ten days later.

The saleswoman, who sold automobiles, while delivering a car, was struck by an express train on a railroad crossing and instantly killed.

The teacher stood too close to an open gas heater in her class room. Her clothing was set afire and her body severely burned before any of the other teachers in the building could come to her assistance.

Six children under sixteen years of age, two mothers, and one father were dependent upon four of these women who met their deaths while following their usual vocations. The other eleven of the fifteen women who were victims of industrial accidents had no dependents.

IMPORTANT OPINIONS OF THE COMPENSATION BOARD.

PRICE v. HUDSON COAL COMPANY.

Dependency—Wife living apart from husband.

Although the claimant and her husband, the deceased, were separated almost immediately after their marriage, never lived together, and the claimant had never accepted any contributions for support from her husband, it was held that this state of facts was brought about by misunderstanding, parental interference, and other mitigating circumstances and that there was no actual repudiation by either, of the husbands legal obligations. Award affirmed.

OPINION BY COMMISSIONER MORRISON—APRIL 3, 1925.

The question at issue is whether the claimant, widow of decedent, William H. Price, was dependent in the sense contemplated by the Workmen's Compensation Act. The dependency of the minor child is, of course, unquestioned.

The referee found that "claimant never lived with her husband, neither did the husband ever contribute to his wife's support. She lived with her parents and was supported by them and he lived with his parents. At no time did the wife attempt to compel the husband to support her. There does not appear to have been any repudiation by the husband of the legal obligation to support his wife and family."

Unless there were mitigating circumstances, these findings would be fatal to the establishment of a claim for dependency, and to further look into the matter and also to admit to the record some postcards alleged to have been written to the claimant by her decedent husband, a hearing *de novo* was held.

Immediately following the marriage of this couple at the court House, they went to the home of the bridegroom's parents for dinner and thence to the home of her parents. Decedent and his father-in-law, Thomas P. Lally, had a conversation in which the latter told Price he could board the newly married couple for two weeks, Price agreeing to then purchase some furniture and occupy a room in the Lally home, thus providing a place of residence until Price got on his feet. That night, however, there appeared to be no available room and Price returned to his mother's home. A few days later he returned, stating he had changed his mind and that he had rented rooms with his sister, Mrs. George Wick, at Firwood. The claimant accompanied her husband for an inspection of these rooms, as did her mother, sister, and two other relatives. She testifies that when she arrived at Mrs. Wick's she (claimant) was told that she was to work and earn her board for the two rooms. She told her husband that she could not do this because she was in no physical condition to go there and work. Dr. E. E. Wagner, who treated her from the next day until the birth of her baby, testifies she was not in fit condition to do this work. Claimant's husband agreed to this, that if claimant did not want to live at his sister's she could remain with her people until he could take care of her. Claimant's father testifies, he seemed to acquiesce in the explanation of his wife not being able to go to housekeeping at Mrs. Wick's. This conversation between claimant and her husband took place January 14, 1923. Postcards admitted to the *de novo* hearing and identified by claimant as from her husband, show that decedent was in Scranton March 3rd, from which place he mailed claimant a communication with the salutation "Dear Charlotte" and stating that he was leaving for Buffalo and that he would write her. Another card is dated the next day at Binghamton, N. Y. Two days later he writes from Buffalo, N. Y., under the salutation "Dear Wife" and announcing that he was leaving to join the Canadian army. March 12th he writes "Dear Wife," that he failed to pass the examination in the Canadian army and he was leaving for Akron, Ohio. Another postcard with the salutation "Dear Wife," apparently from Redbank, Pa., but postmark showing no legible date, gives the information that he was on his way to Pittsburgh. A postcard dated March 24th, with the salutation "Dear Wife," states he has sent to his mother for his clothes, that he was going farther north, and closing with this sentence: "Write at once if you wish, to Mr. Wm. Price, General Delivery, Buffalo, N. Y."

There are two postcards, which defendant declares were not written by decedent. The handwriting is somewhat dissimilar. One of these cards is dated August 29, at Binghamton, N. Y., in which is stated: "Leaving Binghamton for Rochester. How is my son? That's the reason I am on the road." This card is torn and shows not signature, while only parts of the letters of what we take to be "on the road," are visible. This reference to "my son" is alleged to concern a son of the decedent and claimant which was born March 27. The other postcard is dated Buffalo, N. Y., September 10. The salutation is "Dear Friend." It is signed "Bill," which is the signature to four of the other postcards. In this communication he advised that he is in Buffalo and that his address is General Delivery.

There is much confliction in the testimony as to how long decedent was away from Wilkes-Barre. Mrs. Price learned he was back the Sunday before February 19, 1924. She also knew that he was back some time in the summer; she also saw him in December 1923, and once later. She was under the impression that he was away two or three months at one time, returning in May or June of 1923, and that her aunt had told her, decedent was away several times. Mrs. Evan Price, sister-in-law of decedent, states that from the time of his marriage until his death he was away for a couple of weeks and that he lived with his mother. Mrs. William Smith, aunt of the decedent, said that during this period, from his marriage until his death, he lived with his mother, with the exception of two weeks, when he was in Buffalo visiting her sister, Mrs. Davis, and that he was away from Wilkes-Barre only two weeks in all that time. Mrs. Mary Price, mother of decedent, states that decedent lived with her step-daughter for six weeks, commencing the third day after the marriage and at the end of the six weeks he returned to her home. After returning home he went to see a sick aunt and was away about a week or two,—witness could not tell exactly—and that he was also away at the time of the suspension. Miss Mary Price, sister, testifies that from the time decedent was married until his death, he lived with his mother, with the exception of two weeks in Buffalo. There is considerable discrepancy in the testimony offered by the defense as to where defendant spent the six weeks subsequent to his marriage. There is also a discrepancy between the dates of the postcards and the testimony of defendant witnesses as to Price's absence from Wilkes-Barre. This latter discrepancy is probably not material. As to the six weeks in which one of the witnesses, at least, declares decedent furnished a home and bought provisions and awaited his bride, this witness, sister of decedent, declares that he requested her to intercede with his wife and to ask her to come and live with him. The door, she declares, was slammed in her face but it was dark and she could not tell who was at the door; it was a woman's voice but she did not identify it. She then advised her brother to break up his home, to which he replied he had not the heart so to do. She then advised him to go to her aunt's in Buffalo and next day he had the furniture packed up. This would be about February 26, or about five days from the mailing of the first postcard. If this testimony is correct, and that of decedent's mother, that he was living for six weeks at

Firwood, there is evidently an error in the testimony of other members of the family to the effect that he resided with his mother all this time. Decedent's mother testifies that decedent rented other rooms for housekeeping purposes, two rooms across the street from where she resided. This, she said, was after the baby was born, March 27, 1923. Claimant testifies she knew nothing about these rooms.

Mrs. William Smith, aunt of decedent, testifies she assisted decedent in writing a note, to his wife, asking her to return to him and live with him, and that she gave it to a messenger boy, about a month after the marriage. The claimant does not recall receiving such a letter or message.

Claimant said she made not attempt to secure support because she never saw him except on two occasions, one of them in December, 1923; on both occasions he was intoxicated. However, she testifies, "I looked for him to support me and my baby."

There is also directly contradictory testimony between claimant and decedent's sister-in-law, in which the latter declares she was the go-between in the offer of a baby carriage from the decedent to claimant, and that the latter replied, "No, she didn't want anything off of him, that her uncle was giving her a carriage." Claimant testifies: "Q. Did you tell her you would not accept the baby carriage or anything else from him? A. No sir, I only told her I didn't need any because I had one."

There is reference to a registration certificate filed by decedent when he procured employment with the defendant company, October 23, 1923, in which he gave as his dependent his wife (claimant) and their child. This was found as a fact by the referee and seems not to be questioned, defendant contending that this shows merely family relationship and not actual legal dependency.

The evidence at the hearing *de novo* consisting solely of identification of the post cards as held by the claimant to show a continuing interest of the decedent husband in his wife. The defendant contends that the postcards, dated August 29 and September 10, are not the decedent's in all probability, and if they are, one is without salutation and the other addressed to "Dear Friend." Defendant also urges that the postcard of March 24, from Buffalo, contains an invitation to the wife to write, whereas the evidence is the wife (claimant) never communicated with her husband by letters. The one dated Buffalo, September 10, the authenticity of which is doubted by defendant, closes with these words: "Address General Delivery, Buffalo, N. Y. from Bill." Taking into consideration the similarity of content and the reference to the new son, we are inclined to believe all the postcards may be accepted as having been either written or sent by the decedent.

This appears to have been a marriage under unfortunate circumstances but that the couple, immediately following the marriage ceremony, intended to live together; that it is also apparent that friction between the respective families was coincident with the marriage. These families were of different and opposite religious faiths, and from the family surnames it is fair to assume they came of two nationalities with often quite unfriendly traditions. The wife's physical condition, the strain of the whole affair, the

circumstances of two families being brought together in this manner, provided an ideal foundation for misunderstanding between the husband and wife, and mutual recrimination between the families.

On the accepted facts, and dismissing the various incidents of contradictory and disputed testimony, we have the situation dealing with a very young husband and a very young wife, little more than boy and girl. There was undoubtedly pique, possibly false pride and some resentment. The decedent husband seems to have had in mind a carrying out of his marital obligations. This is indicated by the postcards but in the incidents of providing the second set of rooms and the offer of the baby carriage, he appears to have been of either a weak or sensitive nature, and instead of making these overtures to his wife personally, in one case, had an aunt write a letter and in the other, delegated a relative to call. The wife testifies she never received the letter just referred to and that she did not spurn the offer of the baby carriage. On another occasion, the relative testifies, he sent her to ask his wife to come and live with him but there is no evidence that the wife received this information, beyond that there was a door slam, it was dark, and a woman's voice, identified not as claimant's by the witness.

While it must be admitted this case is close to the border line, it seems to us this was a case of pique-and-misunderstanding-in-suspension, and that while claimant did not receive any of decedent's wages, all of it was retained by decedent's mother and while she (Claimant) made no demand for support by legal procedure or otherwise, we are not prepared to believe that she acquiesced in his action to the extent of a repudiation of the husband's legal obligation: in fact, she so testified. While it is true he took no legal steps to have her adjudged guilty of desertion or to free himself from the marital bond, this presents a somewhat different situation from a wife who had disappeared only to return promptly upon the death of her husband and prospects of compensation money, or a wife who deliberately leaves her home already established for her, or a wife, who definitely and premeditatedly, repudiated her husband. Outside of these reasonable deductions and inferences, the only actual competent evidence that claimant had no repudiation in mind is her own testimony. This testimony under the attendant circumstances was evidently accepted by the referee when he found as a fact that she was dependent within the meaning of the Act. We have nothing before us that was not available to him, except the postcards, which, in our opinion, rather strengthen the claimant's case. We are, therefore, making as our findings of fact in addition to those already enumerated above, the First, Second, Third, Fourth and Fifth Findings of fact of the referee as they appear of record, also his conclusions of law and award. The appeal, consequently, is dismissed.

ZELEPA *v.* STATE WORKMEN'S INSURANCE FUND.

Costs—Translation of Documents

Charges for translation of documents by representative of Consul and certification of translations by Consul held to be costs of the preparation of the case and may not be taxed against either party.

OPINION BY COMMISSIONER HOUCK—APRIL 6, 1925.

This is an appeal by the defendant from the referee's award of compensation to the non-resident alien dependents of the deceased employe. The defendant questions the award and also objects to the costs as taxed against it by the Referee.

The testimony shows very clearly that the decedent was survived by a widow and a child under 16 years of age. There is no doubt as to the child's right to compensation, and the evidence also shows that the widow was actually dependent on the deceased although not living with him at the time of his death. He sent her money from time to time, and as late as July 18, 1922, he sent her 4000 kronen. The death occurred on October 3, 1922. The award is supported by competent proof and will be sustained.

The referee taxed against the defendant the following costs:

John Kulamer, translating Letters Rogatory and Interrogatories into Slovak,	\$8.00
Czeckoslovak Consulate of Pittsburgh certifying Slovak translation,	3.60
Total,	<u>\$11.60</u>

The defendant objects to these costs on the authority of *Deak v. Coke Co.*, 9 Dept. Rep. 164; the claimant contends that they were properly taxed against the defendant following the procedure recommended in *Frangia v. Jones & Laughlin*, 9 Dept. Rep. 678. These two decisions can not be reconciled, and the question now to be determined is which one is to govern. In the *Deak* case, the Board held in an opinion by the then Chairman that costs such as the costs in question are costs of the preparation of the case and may not be taxed against either party in the absence of statutory authority. The case contains a complete discussion of the question. On the other hand, the *Frangia* case holds that the proper procedure is for the referee to notify the Board that translation is required, whereupon the Board shall designate a person to make the translation. The person desiring the translation shall pay the cost thereof in the first instance, and submit a statement of the cost to the referee who shall forward it to the Board for taxing according to the rules; the same procedure to govern other costs, fees and stamps necessary in connection with letters rogatory.

The Board is now unanimously of the opinion that the *Deak* case is the better rule. Costs such as these are, properly speaking, costs of the preparation of the case, and there is nothing in the compensation act which gives the Board authority to tax such costs against either party. Of course, in proper cases where translation or interpretation is necessary, the compensation act gives the

referees, with the consent of the Board, power to appoint necessary experts to do the work. The costs, however, in such cases must be paid out of the funds of the department, and not by the parties. We, therefore, overrule *Frangia v. Jones & Laughlin* insofar as it concerns the taxing of costs of the character of costs here in controversy, and hold that where the translation and fees are paid by one of the parties, that party must bear the expense and may not have it taxed as costs of the case against the other party. It follows that the costs, as taxed against the defendant by the Referee in the case at bar, will be stricken out.

The findings of fact, conclusions of law and award of the Referee (with the costs stricken out) are affirmed, and the appeal is dismissed.

FREDERICK *v.* B. J. KRAUSE.

Employer—Employee

Claimant, a tinsmith and plumber by trade, engaged in doing odd jobs for the defendant and others, injured while making repairs to property of the defendant which consisted of a dwelling house, grocery store and tenement houses for which he was paid by the hour, the defendant furnishing the materials. The defendant did not have control over the manner of doing the work. Held: claimant was an independent contractor, work was casual and not in the regular course of defendant's business.

OPINION BY COMMISSIONER HOUCK—APRIL 9, 1925.

This is an appeal by the defendant from the Referee's award of compensation. The defendant is engaged in the grocery business in Slatington. He owns two houses: one at 323 Cherry Street in which he lives and in which his store is located; and another one at 208 Railroad Street, which he leases to tenants as a dwelling. The claimant is a tinsmith and plumber by trade. Prior to October 19, 1923, the claimant was employed by George P. Warner in the tinsmith and plumbing business for a period of eight days. He underwent an operation on that date and did not work for Warner thereafter. Since October 19, 1923, he has done odd jobs for persons in and about Slatington, but has no shop of his own. He did odd jobs at times for the defendant as well as for other persons. About July 16, 1924, the claimant told the defendant that he had time to make repairs to the defendant's houses and the defendant agreed to pay him fifty cents an hour and to furnish the necessary material. In pursuance to this agreement, the claimant, started to work on the house in which the defendant lived on July 16, 1924; his work was tinning work. He worked on this house three days, a varying number of hours each day, and on July 19, 1924, he started to place some spouting on the defendant's house on Railroad Street. He was assisted in all this work by the defendant's 15 year old son, a school boy whose school was not then in session, and the boy apparently was not paid by either his father or the claimant. On July 19, 1924, while placing this spouting, the claimant fell from a ladder and was injured. The defendant was sent for and took him to his home, and then later took him to a doctor and from there to a hospital. The referee found that the claimant was injured while in the regular course of the defendant's business,

and awarded him compensation for his disability. The defendant contends that the claimant was an independent contractor, and not an employe, and that his employment was casual in character and not in the regular course of the defendant's business. The appeal, therefore, raises a legal question. *Callihan v. Montgomery*, 272 Pa. 56.

The Claimant testified that he is not in any business; that he just works for anybody where he can get work; that he does odd jobs for people charging them fifty cents per hour. He, of course, had the privilege of working for anybody and never worked for the defendant in his grocery store. He admitted that the defendant had no control over him; that he quit work when he pleased because he was on his own time; and that he kept account of his own time, no account being kept by the defendant. There is no evidence in the record which indicates that the defendant had any control whatever over the manner in which the claimant did the work. The one essential necessary to create the relation of employer and employe, namely, control over the manner of doing the work, is absent, and we are bound to conclude that the claimant was an independent contractor and not an employe. *Smith v. State Workmen's Insurance Fund*, 262, Pa. 286; *Simonton v. Morton*, 275 Pa. 562. In addition to this, we are convinced that the claimant's employment was casual in character and not in the regular course of the business of the defendant. There can be little doubt that the claimant's employment was casual in character: he was engaged to do some spouting and plumbing work which required three or four days at the most; he was in no sense of the word a regular employe. When the repair work was finished, the claimant's work was finished. Nor was the work in the regular course of the employer's business. His business, strictly speaking, was conducting a grocery store, and the accident did not happen in the regular course of that business. *Marsh v. Groner*, 258 Pa. 473. But even if it be conceded that his business was also that of renting a house, the work which the claimant was engaged to do was incidental repair work, and not in the regular course of that business. *Callihan v. Montgomery*, 272 Pa. 56; *Blake v. Wilson*, 268 Pa. 469.

Under any view of the case, the claimant is not entitled to compensation. He was not an employe of the defendant, but an independent contractor, and his work was casual in character and not in the regular course of the defendant's business. It follows that the referee erred in awarding compensation, and his award must be reversed.

The referee's award is set aside, and compensation is disallowed.

CHANGES IN THE BEDDING AND UPHOLSTERY ACT OF PENNSYLVANIA.

By M. P. Frederick, Chief,

Bedding and Upholstery Section, Bureau of Inspection.

The work of enforcing the Bedding and Upholstery Act of Pennsylvania during the past year made plain the necessity for some changes which would, in a measure, relieve the manufacturer, upholsterer, secondhand dealer, and auctioneer of some of the duties required of him by the tagging provisions of the Act; and at the same time not defeat the purposes for which the law was enacted. Accordingly, the Department of Labor and Industry, together with the Bedding and Upholstery Advisory Committee, which consists of sixteen representatives of the Bedding and Upholstery Industry in Pennsylvania, drafted amendments which were incorporated in a bill which was passed by the 1925 session of the Legislature, signed by the Governor on April 14th, and became a law, effective July 1, 1925.

The outstanding changes in this Act are that the manufacturer, upholsterer, secondhand dealer, and auctioneer may furnish their own tags, instead of being obliged to purchase them from the State. The Act states that the tag must be made of "substantial cloth," designates the size of the tag, and specifies the information to be printed thereon. The Department of Labor and Industry will no longer furnish tags, but will furnish adhesive stamps in one thousand lots at ten dollars for each thousand.

The Department will register each applicant for adhesive stamps and assign to him a number. This number will not be changed or assigned to any one else, and will appear on his orders for adhesive stamps. The adhesive stamp is to be placed on the tag attached to all articles, coming under the provisions of the Act, made, remade, or renovated; and sold in Pennsylvania. Shipments of such articles going out of the State must have the tag attached, but do not require the adhesive stamp.

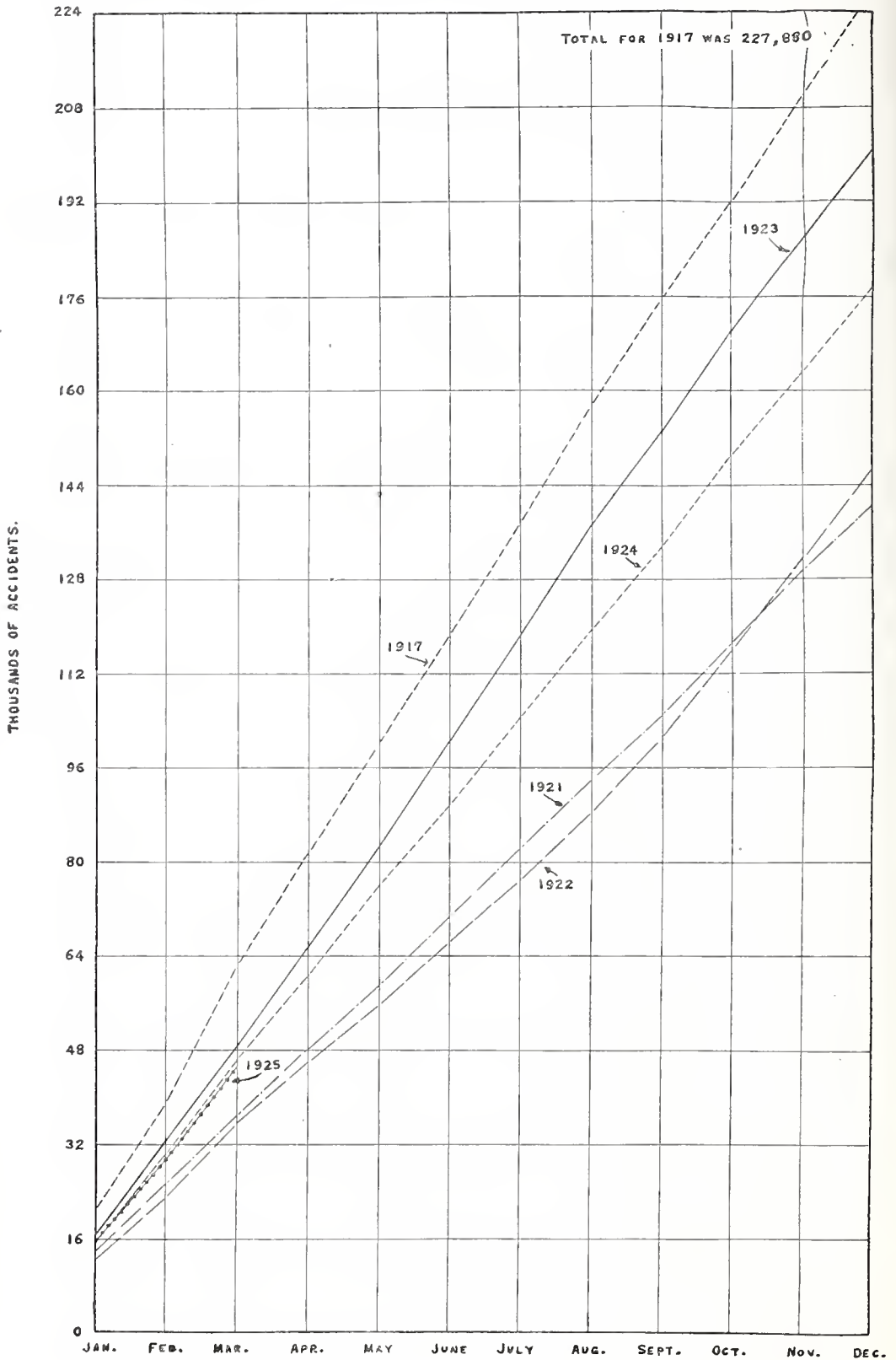
Under the old Act, it was necessary for a manufacturer, shipping a carload of mattresses or pillows into another state, to attach not only the Pennsylvania Bedding and Upholstery tag to each mattress or pillow, but also the tag of the state into which the shipment was consigned. If these mattresses or pillows were then resold into another state, another tag had to be attached. Under the amended provisions of the Act, the use of the adhesive stamp will help to do away with the multiplicity of tags attached to one article. It is hoped that all states, having bedding and upholstery laws, will in time adopt the adhesive stamp idea which will give the states, enforcing such laws, all needed information, and still give the public correct information as to the filling in all mattresses, pillows, bolsters, comfortables, and articles of upholstered furniture sold within its borders.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED.

MONTH	1921			1922			1923			1924			1925		
	NON-FATAL		TOTAL	NON-FATAL		TOTAL	NON-FATAL		TOTAL	NON-FATAL		TOTAL	NON-FATAL		TOTAL
	FATAL	FATAL		FATAL	FATAL		FATAL	FATAL		FATAL	FATAL		FATAL	FATAL	
January	190	13,776	13,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513	205	15,339	15,544
February	196	15,776	15,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513	205	15,339	15,544
March	155	11,105	11,260	171	10,580	10,751	221	15,276	15,497	181	14,812	14,993	173	14,208	14,381
April	351	24,881	25,232	323	22,531	22,854	444	31,986	32,430	414	30,092	30,506	378	29,517	29,925
May	172	11,563	11,735	172	12,582	12,754	222	15,653	15,875	212	15,989	16,201	163	15,317	15,680
June	523	36,444	36,967	495	35,113	35,608	666	47,639	48,305	626	46,081	46,707	541	45,064	45,605
July	133	10,757	10,890	104	10,185	10,289	196	16,689	16,885	151	13,931	14,082			
August	656	47,201	47,857	598	45,298	45,897	862	64,328	65,190	777	60,012	60,789			
September	166	10,877	11,043	116	9,572	9,688	226	17,384	17,610	157	13,940	14,097			
October	822	58,078	58,900	715	54,870	55,585	1,088	81,712	82,800	934	73,932	74,886			
November	148	11,487	11,635	140	10,532	10,672	188	17,433	17,621	175	14,324	14,499			
December	970	69,565	70,535	855	65,402	66,257	1,276	99,145	100,421	1,109	88,276	89,385			
Totals	160	11,196	11,356	124	10,263	10,387	221	17,749	17,970	185	14,917	15,102			
	1,130	80,761	81,891	979	75,665	76,644	1,497	116,894	118,391	1,294	103,193	104,487			
	145	11,454	11,599	117	11,871	11,988	216	18,452	18,668	187	14,661	14,848			
	1,275	92,215	93,490	1,096	87,536	88,632	1,713	135,346	137,059	1,481	117,854	119,335			
	164	11,241	11,405	138	12,307	12,445	173	15,504	15,677	167	14,230	14,397			
	1,439	103,456	104,895	1,234	99,843	101,077	1,886	150,850	152,736	1,648	132,084	133,732			
	186	12,300	12,486	201	14,912	15,113	207	17,380	17,587	180	15,839	16,019			
	1,625	115,756	117,381	1,435	114,755	116,190	2,093	168,230	170,323	1,828	147,923	149,751			
	154	11,665	11,819	260	14,824	15,084	163	15,532	15,695	194	13,389	13,583			
	1,779	127,421	129,200	1,635	129,579	131,214	2,256	183,762	186,018	2,022	161,312	163,334			
	145	10,852	10,997	195	14,786	14,981	156	14,261	14,417	187	14,018	14,205			
Totals	4,924	138,273	140,197	4,890	144,365	146,255	6,412	198,023	200,435	6,209	175,330	177,539			

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

COMPARATIVE INDUSTRIAL ACCIDENT TRENDS THROUGH SUCCESSIVE MONTHS BY SEPARATE YEARS.



COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg: Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund.

BRANCH OFFICES

Allentown: Cooperative State Employment Office,
Y. M. C. A. Building,
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona: Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Commerce Building,
State Workmen's Insurance Fund,
Central Trust Building.

Dubois: Bureau of Rehabilitation,
311 Deposit National Bank Building.

Erie: State Employment Office,
109 West Ninth Street.

Franklin: State Workmen's Insurance Fund,
316 Franklin Trust Building.

Greensburg: State Workmen's Insurance Fund,
309 Coulter Building.

Harrisburg: State Employment Office,
Second and Chestnut Sts.

Johnstown: State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane: Bureau of Workmen's Compensation,
Kane Trust and Savings Building.

Laneaster: Cooperative State Employment Office,
Y. M. C. A. Building,
Bureau of Inspection,
Bureau of Workmen's Compensation,
Woolworth Building.

Meadville: Bureau of Inspection,
Masonic Building.

New Castle: Cooperative State Employment Office,
Y. M. C. A.
West Washington St.

- Oil City:Cooperative State Employment Office,
Y. M. C. A. Building.
- Philadelphia:State Employment Office,
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Board,
Manhattan Building,
Fourth and Walnut Streets,
State Employment Office for Women,
1504 Locust Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.
- Pittsburgh:Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Fulton Building.
State Employment Office (Main Office),
416 Third Avenue.
State Employment Office for Women,
409 McCance Building,
305 Seventh Avenue.
State Employment Office (negro section)
518 Wylie Avenue.
State Workmen's Insurance Fund,
401 Park Building.
- Pottsville:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.
- Reading:State Employment Office,
108 North Fifth Street.
- Scranton:State Employment Office,
116 Adams Avenue,
Bureau of Inspection,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund,
Union National Bank Building.
- Sunbury:State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.
- Wilkes-Barre:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Coal Exchange Building.
- Williamsport:Bureau of Inspection,
707 First National Bank Bldg.,
Bureau of Workmen's Compensation,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building,
343 West Fourth Street.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
STATISTICAL REVIEW OF INDUSTRIAL CONDITIONS.
EMPLOYMENT.

Reports from various State Employment offices for the month of April show that requests for positions for men were 36 per cent lower than during the same month of last year. Requests for positions for females were only 1 per cent lower.

Calls for male employees during April, 1925, were 37 per cent lower than April, 1924. Machinery and metals, showing the least activity along this line, reports a drop of 45 per cent. Calls for female employees for clothing and textile, professional and trained workers, and sales work show increases of 60 per cent, 250 per cent, and 38 per cent respectively. The total calls for women for April, 1925, were 23 per cent lower than for April, 1924.

Employment in Pennsylvania for April, 1925, shows a decrease of slightly more than 1 per cent when compared with March of this year, according to reports received from 646 identical firms representing 39 different industries.

Total weekly wages dropped almost 3 per cent. and average weekly earnings dropped almost 2 per cent for the month of April. This was due in a number of instances to holidays during the Easter period which were reported by many of the firms.

Automobiles, bodies and parts reports an increase in employment of 8.5 per cent, an increase in the total weekly wages of 10.1 per cent, and an increase of 1.5 per cent in the average weekly earnings. Building materials, likewise, show slight increases in employment and earnings.

BUILDING PERMITS.

Building permits, issued in sixteen of the larger cities in the Commonwealth during the month of April, 1925, show a decrease of 422 when compared with the month of April, 1924. The estimated cost for April, 1925, however, is almost \$4,000,000 greater than that of April, 1924.

The total number of permits for this year to May 1st is slightly less than for the same period last year, but the estimated cost of this year's building program is almost \$14,000,000 greater than the record for the first four months of 1924.

Erie reported permits for residential buildings, valued at \$408,500, to house 69 families. Harrisburg reports new residential buildings to house 64 families, valued at \$406,300. Uniontown reported permits for 2 new Junior High Schools, during April, valued at almost \$500,000.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS.

The number of fatal-industrial accidents reported to the Bureau of Workmen's Compensation during the month of April, 1925, was 183. This is 21 more than the number reported in March, 1925, and 32 more than the number reported for April, 1924. The mining industry was responsible for 81 of the fatalities, transportation and public utilities 34, and all other industries 68. Non-fatal accidents to the number of 14,251 were reported during the month. This is 1,266 less than the record for March, 1925, but exceeds the record of April, 1924, by 320.

During the first four months of 1924 there were 777 fatal and 60,012 non-fatal accidents reported, while the record for 1925 shows 722 fatal and 59,315 non-fatal accidents reported.

Industry's compensation liability, not including the medical and hospital costs, for the first four months of the year, 1925, is \$4,488,509. This may be sub-divided, showing \$2,063,842 awarded for fatal injuries. \$949,096 for permanent disability injuries, and \$1,485,571 for temporary disability injuries.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
EMPLOYMENT STATISTICS

ACTIVITIES OF STATE EMPLOYMENT OFFICES
APRIL, 1925.

MEN

WOMEN

	Persons up- plying for positions		Persons ask- ed for by employers	Persons sent to positions	Persons re- ceiving positions		Persons up- plying for positions	Persons ask- ed for by employers	Persons sent to positions	Persons re- ceiving positions	
	1925	1924			1925	1924				1925	1924
Agriculture & Building Trades	153	326	209	302	142	252	508	907	568	936	19
Machinery	785	1,246	553	907	568	936	1,406	1,406	1,406	1,406	16
Metals	1,181	2,032	776	1,406	903	1,523	750	1,523	750	1,523	19
Clerical	279	390	103	103	104	175	91	175	91	175	12
Hotel & Inst'ns	1,004	1,856	598	805	689	870	589	870	589	870	880
Mine & Quarry	34	81	47	47	1	51	1	51	1	51	147
Transportation	272	392	83	210	106	213	81	182	767	336	322
Sales	134	140	114	128	101	95	75	83	174	149	57
Common Labor	3,603	5,900	2,854	4,580	3,075	4,871	2,788	4,580	2,788	4,580	6
Miscellaneous	888	1,080	663	889	684	880	622	880	622	880	36
Total (4 wks)	8,318	12,983	5,953	9,392	6,373	9,866	5,614	9,866	5,614	9,866	27
Retentions							29				40
Mar. (5 wks)	9,740		6,208		6,002		5,883		5,883		31
Feb. (4 wks)	6,664		3,673		3,786		3,783		3,783		42
Jan. (4 wks)	7,247		4,021		4,316						
April '23 (4 wks)		15,164		23,787		12,982					
April '24 (4 wks)		24,301		8,171		8,521					

EMPLOYMENT AND WAGES IN PENNSYLVANIA

GROUP AND INDUSTRY	Number of Plants Reporting	Number of wage earners— week ended		Total weekly wages— week ended		Average weekly earnings— week ended	
		Apr. 15, 1925	Mar. 15, 1925	Apr. 15, 1925	Mar. 15, 1925	Apr. 15, 1925	Mar. 15, 1925
ALL INDUSTRIES (39)	646	250,244	233,187	\$0,430,070	\$6,617,174	\$25.70	\$26.14
METAL MANUFACTURES:	247	139,391	140,790	3,821,560	3,918,338	27.42	27.83
Automobiles, bodies, and parts,	17	6,908	6,367	197,122	178,987	28.54	28.11
Car construction and repair	13	13,219	13,378	397,004	401,953	30.03	30.03
Electrical machinery and apparatus,	19	5,921	6,222	123,673	142,471	20.89	22.89
Engines, machines, and machine tools	21	6,987	6,881	200,525	196,904	20.87	22.82
Foundries and machine shops	55	3,479	3,501	274,277	275,356	28.57	28.62
Heating appliances and apparatus	14	15,249	15,425	96,863	104,275	27.81	28.98
Iron and steel blast furnaces	13	4,458	4,579	426,902	427,573	28.00	29.07
Iron and steel forgings	12	4,458	4,579	95,068	113,424	21.55	24.77
Steel works and rolling mills	42	46,061	46,906	1,270,221	1,308,675	27.58	27.84
Structural iron works	9	2,615	2,540	71,102	70,959	27.19	27.95
Miscellaneous iron and steel products	29	21,969	22,409	579,049	613,338	26.36	27.37
Shipbuilding	3	3,026	2,594	88,754	87,583	29.23	29.25
TEXTILE PRODUCTS:	133	47,282	48,083	1,024,448	1,091,906	21.68	22.73
Carpets and rugs	12	3,000	3,587	88,501	98,779	24.58	27.77
Clothing	17	2,735	3,136	47,088	59,580	16.85	18.99
Hats, felt and other	5	4,296	4,396	98,632	113,741	22.96	26.23
Cotton goods	14	3,415	3,480	92,409	98,954	27.06	27.00
Silk goods	39	15,351	14,983	314,871	313,521	20.51	20.93
Woolens and worsteds	18	5,905	6,802	118,622	141,973	20.00	21.31
Knit goods and hosiery	39	10,590	10,388	233,475	230,393	22.05	22.18
Dyeing and finishing textiles	9	1,310	1,353	30,830	36,965	23.53	27.32
FOODS AND TOBACCO:	65	15,587	16,076	325,047	340,036	20.85	21.15
Bakeries	19	3,416	3,477	104,955	104,130	30.72	29.95
Confectionery and ice cream	18	5,020	5,334	102,455	106,714	20.41	20.01
Slaughtering and meat packing	11	1,847	1,865	48,231	50,138	26.11	26.88
Cigars and tobacco	17	5,304	5,400	63,406	79,024	13.00	14.68
BUILDING MATERIALS:	54	18,938	18,094	529,645	511,579	27.97	27.41
Brick, tile, and terra cotta products	12	2,474	2,403	58,037	59,006	23.46	23.96
Cement	14	7,297	7,196	208,921	191,086	28.55	27.05
Glass	24	8,449	8,293	244,929	236,661	28.99	28.54
Pottery	4	718	712	18,358	21,226	25.57	29.81
CHEMICALS AND ALLIED PRODUCTS:	27	7,340	7,473	211,605	213,429	28.83	28.56
Chemicals and drugs	16	999	1,059	26,910	28,719	26.94	27.12
Paints and varnishes	6	605	628	17,144	17,759	28.34	27.12
Petroleum refining	5	5,736	5,786	107,551	166,951	29.21	28.85
MISCELLANEOUS INDUSTRIES:	100	21,726	22,145	517,705	541,886	23.83	24.47
Lumber and planing mill products	8	2,429	2,572	50,457	48,714	20.77	18.94
Furniture	16	2,083	2,146	43,602	51,611	20.93	24.05
Leather tanning	18	5,337	5,390	120,100	131,908	22.50	24.49
Leather products	4	202	217	4,775	6,155	23.64	23.76
Boots and shoes	21	4,246	4,343	75,788	84,111	17.85	19.37
Paper and pulp products	12	3,882	3,418	94,733	92,263	28.00	26.99
Printing and publishing	18	2,940	2,964	97,790	96,222	33.26	32.46
Rubber tires and goods	3	1,106	1,096	30,518	31,842	27.59	29.05

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

BUILDING PERMITS ISSUED IN CITIES IN PENNSYLVANIA
DURING THE MONTH OF APRIL

Cities	1925			1924			January to April, Inclusive, 1925			January to April, Inclusive, 1924		
	Per- mits	Opera- tions	Estimated cost	Per- mits	Opera- tions	Estimated cost	Per- mits	Estimated cost	Per- mits	Estimated cost	Per- mits	Estimated cost
Allentown	157	226	\$841,300	174	244	\$748,900	324	\$2,139,560	374	\$2,001,325		
Altoona	306	308	410,714	326	414	756,134	644	1,008,543	623	1,247,106		
Bethlehem	70	70	238,695	55	61	173,700	152	674,935	152	402,969		
Easton	40	40	136,459	61	61	157,651	106	1,274,316	126	424,203		
Erie	323	323	641,666	328	328	695,271	808	1,800,518	638	1,727,953		
Harrisburg	127	173	604,375	168	239	2,145,710	287	1,285,045	366	3,378,390		
Lancaster	135	135	620,625	168	300	498,295	282	1,329,761	364	2,403,975		
Lebanon	112	112	260,355	101	105	435,675	316	981,480	230	1,180,468		
Mechanicville	28	*28	86,800				35	255,825				
New Castle	159	*155	303,770				448	1,109,375				
Philadelphia	1,461	2,848	21,110,645	1,382	2,675	18,946,200	4,760	60,423,765	5,082	50,519,430		
Pittsburgh	1,019	*1,019	4,885,639	911	911	3,584,582	2,616	15,019,598	2,310	11,376,478		
Reading	318	318	926,379	380	449	1,432,475	840	2,352,475	924	2,565,650		
Scranton	237	237	1,732,324	228	238	582,370	605	3,017,575	544	1,427,635		
Uniontown	19	19	550,841	32	52	358,400	91	1,015,391	127	817,500		
Wilkes-Barre	207	207	621,154	213	213	500,192	489	1,790,788	402	1,296,404		
Williamsport	122	122	145,151	200	300	147,982	372	822,744	344	344,495		
York	205	205	355,929	220	320	212,691	433	836,721	608	744,272		
Total	4,858	6,392	\$24,121,847	5,280	6,710	\$31,416,069	13,124	\$95,782,215	13,254	881,848,154		

*Operations not given.

**Not included in totals for comparative purposes.

NEW BUILDINGS, ALTERATIONS, AND REPAIRS IN CITIES IN PENNSYLVANIA
FOR THE MONTH OF APRIL

Cities	1925			1924			Alterations, Repairs, Etc.			New Buildings			Alterations, Repairs, Etc.		
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Estimated Cost	Per- mits	Estimated Cost
Allentown	110	269	\$794,250	47	47	\$47,050									
Altoona	110	112	329,638	156	196	84,076									
Easton	28	28	153,541	12	12	2,918									
Erie	258	258	488,680	86	85	152,946									
Harrisburg	64	138	578,025	33	35	26,350									
Lancaster	66	66	365,175	69	69	25,470									
Lebanon	75	75	296,135	37	37	31,430									
Mechanicville	9	9	41,500	*19	*19	2,350									
New Castle	96	96	275,615	70	89	30,135									
Philadelphia	913	2,276	20,193,445	548	572	917,100									
Pittsburgh	719	719	1,177,771	300	300	707,268									
Reading	88	88	773,700	230	230	132,675									
Uniontown	19	19	550,841												
Wilkes-Barre				68	68	29,969									
Williamsport	54	54	115,182	114	114	91,579									
York	91	91	264,350												

*Operations not given.

**No permits required for alterations or repairs unless outside walls or roofs are changed.



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED.

AGREEMENTS APPROVED.

1925	Fatal	Permanent disability	Temporary disability	Total	1925	Fatal	Permanent disability	Temporary disability	Total
January	204	152	15,187	15,543	January	283	267	6,559	7,149
February	173	127	14,081	14,381	February	157	250	5,833	6,240
March	162	132	15,385	15,679	March	138	264	7,014	7,416
April	183	126	14,126	14,434	April	195	320	6,287	6,802
May					May				
June					June				
Total	722	537	58,778	60,037	Total	773	1,101	25,733	27,607
1924					1924				
July	185	139	14,778	15,102	July	135	231	5,989	5,755
August	187	112	14,549	14,848	August	118	243	5,498	5,859
September	167	136	14,094	14,397	September	207	215	5,435	5,857
October	180	118	15,721	16,019	October	160	291	5,980	6,431
November	194	106	13,283	13,583	November	169	229	6,546	6,864
December	187	132	13,886	14,205	December	155	285	6,039	6,479
*Grand Total	23,399	6,567	1,680,330	1,729,326	*Grand Total	15,737	14,682	606,820	640,269

COMPENSATION AWARDED AND PAID.

1925	Fatal Comp. Awarded	Fatal Comp. Paid	Disability Comp. Paid	Total Comp. Paid
January	\$ 641,085	\$ 331,574	\$ 680,555	\$1,012,129
February	437,402	243,520	551,749	795,269
March	440,868	243,656	670,200	913,886
April	544,427	303,905	521,024	824,924
May				
June				
Total	\$2,063,842	\$1,122,655	\$2,423,528	\$3,546,183
1924				
July	\$ 466,672	\$ 288,725	\$ 496,713	\$ 785,438
August	427,772	254,811	526,265	781,070
September	577,346	297,789	606,767	804,556
October	460,194	322,568	525,484	848,052
November	330,987	286,052	533,521	819,577
December	415,606	263,122	606,408	869,536
*Grand Total	\$51,041,505	\$19,459,732	\$44,100,617	\$63,600,349

** PERMANENT INJURIES

1925	Loss of Legs	Loss of Arms	Loss of Hands	Loss of Feet	Loss of Eyes
	No. Amt. Awarded	No. Amt. Awarded	Amt. Awarded	Amt. Awarded	No. Amt. Awarded
January	9 \$16,873	6 \$14,900	\$36,217	\$19,282	52 \$78,205
February	7 16,624	4 10,244	25,831	24,480	59 57,197
March	10 23,357	11 11,172	26,601	23,389	36 53,591
April	15 35,660	22,551	42,500	15,480	54 80,393
May					
June					
Total	41 \$82,514	24 \$58,570	\$131,549	\$82,631	181 \$269,386
1924					
July	7 \$17,548	3 \$ 7,740	\$ 34,632	\$19,152	42 \$ 64,426
August	7 17,443	14,001	42,734	14,088	49 71,799
September	10 25,640	9,830	21,473	17,730	42 65,969
October	11 26,639	10,030	23,100	20,457	47 72,000
November	7 17,756	15,480	32,187	20,900	61 92,031
December	11 23,344	27,500	51,193	24,400	59 90,580
*Grand Total	1,016 \$1,693,665	689 \$1,499,481	\$4,033,667	\$1,988,093	5,528 \$7,480,047

PERMANENT INJURIES—(Continued)

1925	Loss of Fingers	Loss of Phalanges	Miscellaneous	Total
	No. Amt. Awarded	No. Amt. Awarded	Amt. Awarded	Amt. Paid
January	105 \$23,541	99 \$18,296	\$19,332	\$278,870
February	116 37,485	92 17,451	40,426	233,682
March	132 43,841	18,782	21,134	280,480
April	150 48,994	21,274	3,620	144,925
May				
June				
Total	503 \$163,861	407 \$75,773	\$64,512	\$937,957
1924				
July	95 \$ 35,154	97 \$17,706	\$ 4,118	\$103,853
August	92 31,480	15,041	13,356	216,870
September	114 40,085	13,215	9,460	208,462
October	116 41,254	25,498	22,025	215,236
November	109 26,189	15,162	5,560	203,967
December	104 38,231	17,999	9,922	178,693
*Grand Total	2,754 \$938,553	2,275 \$426,795	\$993,067	\$14,034,791

*Since the inception of the Act—January 1, 1916.

**Multiple losses separated respectively.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF WORKMEN'S COMPENSATION

* Days Lost from Accidents Reported to the Bureau of Workmen's Compensation January to April Inclusive 1925

CAUSE	Building and Contracting	Chemicals and Allied Products	Clay, Glass and Stone Products	Clothing Manufacture	Food and Kindred Products	Leather, Rubber and Compositior Goods	Liquors and Beverages	Lumber and its Re-manufacture	Paper and Printing Industries	Textiles	Laundries	Metals and Metal Products	COAL MINES		Transportation and Public Utilities	Quarries and Mines Other Than Coal	Tobacco and its Products	Miscellaneous Industries	Hotels and Restaurants	Establishments	Jobbers and Warehouses	Municipalities	Total
													Anthracite	Bituminous									
Machinery, -----	21,253	1,171	20,430	2,782	10,304	9,903	75	24,588	10,358	20,006	376	177,471	9,208	26,877	1,916	17,939	872	4,684	1,295	7,365	535	15,431	404,931
Boilers, -----	7	83	4	15	21			21	82		12	110	6,033	10	187	17	12	21	28				6,663
Pumps, Compressors & Prime Movers, -----	2,743	10,061	356		6,192	12	45	71	33	17		7,801	6,171	933	371	93		52	14	6,000	8	16	40,989
Transmission, -----	6,422	12,202	213	63	6,045	6,020		77	6,072	141		24,369	6,917	216	73	6,086		19		17		22	74,974
Elevators, -----	12,865	140	310	77	6,370	39		6,098	126	256		18,780	6,379	24,127	454	6,014	6,090	6,390	6,115	415	165	69	101,279
Cranes & Derricks, -----	16,780	235	318		231	35		76	47	82		149,234	487	6,132	17,837	6,244		87	3	72	138	113	198,151
Cars & Engines, -----	55,306	18,327	21,248	5	321	74	42	461	216	24		133,174	235,753	231,300	448,043	21,443	2	6,295		523	129	307	1,173,083
Motor Vehicles, -----	25,931	18,312	263	104	1,012	52	23	185	111	350	52	28,443	6,109	232	114,748	85	15	6,629	157	7,268	719	27,116	237,916
Horse Vehicles, -----	580	260	286		176	10		6,924	28	52	6,012	156	238	71	29,978	174		612	6	442	44	7,328	53,377
Hand Trucks, -----	1,227	353	2,056	82	6,509	213	15	471	529	471	48	16,958	157	249	3,060	95	35	226	52	352	219	76	33,453
Water Craft, -----	12,222	30										6,046	5	18	80	11							18,412
Handling Objects, -----	18,297	4,720	12,405	7,366	9,525	1,418	265	5,585	1,969	2,341	137	99,418	24,151	13,948	11,855	1,685	205	9,315	7,348	4,916	7,823	4,281	248,973
Hand Tools, -----	24,638	1,164	1,683	601	1,593	435	20	9,071	508	597	66	25,737	14,080	22,115	15,684	1,964	59	2,350	620	2,398	308	2,385	127,176
Electricity, -----	148	12,002	76	18	18	59		14	17	66		36,808	24,347	6,618	54,519	65		32	14	38		6,031	140,890
Explosives & Explosions, -----	8,260	18,314	6,126	12	105	38	20	22	24	53		30,876	212,288	54,583	193	12,177		6,255	70	83	51	12,213	361,773
Hot & Corrosive Substances, -----	19,895	833	13,030	126	950	297	41	193	500	733	38	71,573	19,033	929	9,543	6,133	14	754	0,856	463	110	24,472	179,006
Falling Objects, -----	73,819	625	8,273	269	6,897	320	10	1,758	648	481		72,865	7,697	7,233	8,366	9,758	2	977	104	1,039	246	18,839	220,166
Falling Objects (Mines & Quarries), -----	120	731	6,479										663,840	508,880		18,784						10	1,198,844
Fall of Persons, -----	105,703	7,802	15,418	6,913	3,229	6,729	6,198	2,136	1,233	8,227	206	106,101	57,851	29,682	77,904	6,698	258	17,324	7,535	17,515	7,275	28,049	519,686
Stepping upon or Striking Against Objects, -----	4,531	457	2,805	493	1,487	373	14	6,580	534	853	138	19,556	18,064	3,443	2,672	180	121	920	422	7,721	313	698	72,375
Miscellaneous Causes, -----	31,850	464	19,210	119	6,475	103	14	413	6,149	6,223	21	34,465	16,581	8,666	20,835	192		13,282	91	780	172	43,779	209,893
Total, -----	442,680	108,286	130,689	18,985	77,550	26,220	6,782	74,744	29,194	40,973	7,106	1,062,931	1,335,389	946,262	818,318	114,937	7,685	76,224	30,730	57,416	18,255	191,235	5,622,610

*Weighted according to the scale of time losses for weighing industrial accident disabilities recommended by the International Association of Industrial Accident Boards and Commissions.

COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY

BUREAU OF WORKMEN'S COMPENSATION

Accidents Reported to the Bureau of Workmen's Compensation January to April Inclusive, 1925

CAUSE	Building and Contracting.		Chemicals and Allied Products.		Clay, Glass and Stone Products.		Clothing Manufacture.		Food and Kindred Products.		Leather, Rubber and Composition Goods.		Liquors and Beverages.		Lumber and Its Manufacture.		Paper and Printing Industries.		Textiles.	Laundries.	Metals and Metal Products.		COAL MINES.				Transportation and Public Utilities.		Quarries and Mines Other Than Coal.	Tobacco and Its Products.		Miscellaneous Industries.	Hotels and Restaurants.		Mercantile Establishments.	Jobbers and Warehouses.		Municipalities.		Total.						
	* F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.			F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.		F.	N. F.		F.	N. F.		F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.			
Machinery, -----	2	182	---	45	1	171	---	202	1	114	1	117	---	5	1	381	---	252	2	372	---	27	12	2,685	1	175	3	296	---	38	2	35	---	40	---	135	---	31	---	98	---	18	2	35	28	5,484
Boilers, -----	---	1	---	3	---	1	---	1	---	1	---	---	---	---	---	1	---	3	---	---	1	---	---	11	1	4	---	1	---	10	---	1	---	1	---	1	---	---	---	---	---	1	---	42		
Pumps, Compressors & Prime Movers, -----	---	23	1	22	---	6	---	---	1	9	---	1	---	1	---	5	---	2	---	2	---	---	1	36	1	9	---	22	---	8	---	3	---	---	7	---	1	1	---	---	1	---	2	5	160	
Transmission, -----	1	3	2	14	---	13	---	4	1	3	1	2	---	---	---	5	1	7	---	7	---	---	3	34	1	19	---	14	---	4	1	5	---	---	2	---	---	2	---	---	2	11	140			
Elevators, -----	2	31	---	9	---	8	---	4	1	21	---	4	---	1	---	0	---	9	---	13	---	---	3	42	1	12	4	8	---	10	1	1	1	1	18	1	9	---	29	---	9	---	4	16	251	
Cranes & Derricks, -----	2	226	---	15	---	24	---	---	---	15	---	2	---	---	---	6	---	4	---	7	---	---	21	779	---	33	1	12	2	56	1	18	---	---	3	---	1	---	5	---	8	---	4	27	1,218	
Cars & Engines, -----	9	91	3	28	3	183	---	1	---	18	---	3	---	1	---	31	---	18	---	2	---	---	15	1,181	31	2,187	28	2,401	66	1,455	3	67	---	1	1	13	---	---	37	---	11	---	15	159	7,749	
Motor Vehicles, -----	4	103	3	19	---	19	---	6	---	35	---	3	---	2	---	17	---	8	---	17	---	3	3	318	1	8	---	10	14	1,552	---	7	---	1	1	36	---	4	1	64	---	33	4	173	31	2,438
Horse Vehicles, -----	---	32	---	14	---	11	---	---	---	10	---	1	---	---	1	44	---	1	---	2	1	1	---	9	---	10	---	10	4	374	---	4	---	---	26	---	1	---	22	---	3	1	70	7	645	
Hand Trucks, -----	---	89	---	31	---	145	---	4	1	48	---	19	---	1	---	31	---	44	---	33	---	4	1	675	---	11	---	14	---	184	---	10	---	2	---	19	---	6	---	34	---	17	---	6	2	1,427
Water Craft, -----	2	13	---	3	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	1	4	---	1	---	2	---	7	---	2	---	---	---	---	---	---	---	---	---	---	3	32			
Handling Objects, -----	---	1,056	---	234	1	616	1	84	1	303	---	96	---	20	---	321	---	169	---	194	---	13	6	4,147	1	1,399	---	914	---	893	---	123	---	19	1	192	1	96	---	330	1	140	---	154	13	11,513
Hand Tools, -----	2	495	---	86	---	143	---	29	---	131	---	40	---	3	1	188	---	48	---	53	---	3	---	1,614	---	979	---	1,042	1	345	---	88	---	5	---	71	---	46	---	165	---	25	---	53	4	5,682
Electricity, -----	---	10	2	1	---	6	---	1	---	3	---	5	---	---	---	1	---	2	---	6	---	---	6	64	4	40	1	56	9	41	---	4	---	---	2	---	2	---	3	---	1	---	3	23	250	
Explosives & Explosions, -----	---	37	3	17	1	11	---	1	---	5	---	2	---	2	---	2	---	2	---	4	---	---	5	64	33	248	7	82	---	14	2	11	---	1	18	---	6	---	8	---	2	2	12	54	548	
Hot & Corrosive Substances, -----	3	151	---	75	2	101	---	9	---	69	---	32	---	3	---	19	---	40	---	63	---	6	10	1,108	3	94	---	78	1	163	1	13	---	1	53	1	71	---	37	---	10	4	35	25	2,231	
Falling Objects, -----	11	539	---	49	1	169	---	15	1	62	---	22	---	1	---	98	---	48	---	39	---	---	8	1,219	1	131	1	63	1	177	1	54	---	1	50	---	9	---	74	---	15	3	48	28	2,888	
Falling Objects (Mines & Quarries), -----	---	7	---	41	1	34	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	103	2,283	72	2,539	---	---	3	55	---	---	---	---	---	---	---	---	---	---	1	179	4,960		
Fall of Persons, -----	14	895	1	109	2	246	1	60	---	208	1	60	1	11	---	134	---	111	1	156	---	13	14	1,434	8	783	4	371	11	774	1	49	---	12	2	298	1	97	2	351	1	70	4	206	69	6,448
Stepping upon or Striking Against Objects, -----	---	402	---	47	---	148	---	48	---	101	---	31	---	2	1	57	---	53	---	75	---	8	2	725	2	610	---	265	---	228	---	17	---	7	---	81	31	---	1	147	---	28	---	53	6	3,197
Miscellaneous Causes, -----	5	148	---	37	3	93	---	8	1	33	---	11	---	2	---	30	1	14	1	18	---	1	5	473	2	418	1	208	3	240	---	19	---	2	78	---	7	---	60	---	13	7	106	31	2,017	
Total, -----	57	4,534	15	899	15	2,153	2	477	9	1,222	3	1,571	1	54	5	1,377	2	835	4	1,063	1	80	116	16,432	194	9,484	122	8,408	112	6,573	16	586	1	91	9	1,103	4	419	5	1,466	2	403	28	982	722	59,315

*NOTE: F.=FATAL, N. F.=NON-FATAL.

**COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY**

RICHARD H. LANSBURGH Secretary

JUNE

LABOR AND INDUSTRY

Vol. XII



No. 6

**Harrisburg, Penna.
1925**

DEPARTMENT OF LABOR AND INDUSTRY

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W. A. Riddle, Executive Secretary

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Gabriel H. Moyer, Manager.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

RICHARD H. LANSBURGH, Secretary

JUNE

LABOR AND INDUSTRY

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No. 6

Harrisburg, Penna.

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THE STATE-WIDE SAFETY CONFERENCE

By Richard H. Lansburgh, Secretary of Labor and Industry.

On May 22, 1925, in the Hall of the House of Representatives, the Capitol, Harrisburg, there was held a State-wide Safety Conference which was attended by nearly 500 persons interested in safety work in Pennsylvania. This Conference did much to promote the development of safety work, the discussions from the floor being particularly helpful in creating a get-together spirit which will greatly advance accident-prevention work in Pennsylvania industries during the next few months. The full proceedings of this Conference are now being prepared for publication and will be issued by the Department of Labor and Industry as a special bulletin in the near future.

In opening the Conference, Governor Gifford Pinchot presented for the first time his policy and that of the Department of Labor and Industry toward the professionalization of the factory inspection force. This is one of the most important steps in safety work which has been taken for some time and its effect must necessarily be felt in accident reduction. Governor Pinchot said:

"It is better to be careful than sorry. Last year 2,209 persons were killed and more than 175,330 were injured in industrial accidents in Pennsylvania. Although these figures represent a reduction over the year before, still they are far too large. But they would be far larger were it not for the safety work which you represent.

"In the past, factory inspectorships were frequently regarded merely as political jobs. Two things were needed. One was to take the service absolutely out of politics. That has been done. The other was to put the factory inspectors on a professional basis. That is being rapidly accomplished.

"The force of factory inspectors has been gone over with great care and many unfit have fallen by the wayside. Furthermore, a detailed program of instruction for factory inspectors now in the service is under way. Finally, and most important of all, the staff of factory inspectors has been placed on a strictly professional basis.

"Only a thoroughly professionalized factory inspection force can meet the situation presented by the toll of death and accident which occurs yearly in the industries of Pennsylvania. The members of such a force with an engineering educational background and with factory experience can meet the situation. They will be looked upon as true safety engineers by the owners and managers of plants where inspections are being made, and that will mean continuous cooperation in devising means of accident reduction and seeing that these means, once devised, are applied.

"From now on, all appointments of factory inspectors will be made strictly on a professional basis. Applicants who do not have the necessary qualifications, preferably in engineering, and the necessary technical experience in factory operation, will not be considered and need not apply.

"Human life is too valuable to be played with either for politics or for any other reason."

David Williams, Vice President of the International Association of Machinists, former members of the Industrial Board of Pennsylvania, and now Director of the Bureau of Industrial Relations of the Department of Labor and Industry, was the next speaker. He showed clearly that workers must cooperate with employers and the Department of Labor and Industry if there is to be a considerable reduction in the number of accidents. He pointed out a number of specific ways in which workers could be of assistance and urged that a definite movement be started among the workers of the State to insure their active interest in safety work.

Approximately an hour was devoted to a discussion of practical kinks on safety which discussion was lead by Mr. J. A. Northwood, Bethlehem Steel Company, Johnstown, Pennsylvania; Mr. M. C. Goodspeed, General Electric Company, Erie; E. S. Chapin, Pennsylvania Railroad Company, Philadelphia; and Baxter Reynolds, Philadelphia Office, Allen Badley Company, Milwaukee, Wisconsin. Most of those who attended the Conference felt that these short discussions, as well as those presented from the floor, were important contributions to the Conference. It was suggested by Mr. C. B. Auel, Westinghouse Electric and Manufacturing Company, who is President of the National Safety Council, as well as by Mr. John A. Oartel, Chief of the Safety Bureau, Carnegie Steel Company, that this discussion of practical safety kinks be continued in this bulletin throughout next year. With this in mind, letters have been written to all those who attended the Conference in the hope that they will forward practical safety suggestions which have worked out well in their experience to be printed in this bulletin during the coming months. Such contributions from persons not at the Conference will also be welcomed.

Miss Charlotte E. Carr, recently appointed Chief of the Section of Women and Children, Bureau of Industrial Standards, Department of Labor and Industry, showed how this Section may be of service to the industries and workers of the State and pointed out that fatigue and other related conditions were the indirect causes of a very large share of industrial accidents particularly in the case of women in industry.

Before the beginning of the afternoon session, a film of the National Safety Council, "Hindsight versus Foresight" was shown. Nearly all of those present at the Conference were in their seats during the showing of this film.

The afternoon session was addressed by Mr. Charles B. Scott, American Gas Association, who described the safety work of this

Association. Mr. Scott pointed out that the American Gas Association has provided safety committees made up from the best available volunteers employed by members. These committees have charge of creating an interest in the subject within the management of gas companies and also recommending plans based upon proper research for carrying on accident-prevention work within the properties of the corporations and with the public. He showed that much research work has been done by this Association on such problems as resuscitation. The results of these investigations have been to approve the Prone Pressure Method, which was illustrated later during the Conference. Mr. Scott pointed out that "Industrial safety and public safety work to be successful must recognize the importance of creating an interest in safety and in education in safe practices and habits. Any well organized, continuous effort, recognizing these factors of mental and physical qualifications and with attention to plant hazards, will unquestionably be successful. Any plan, spasmodic in character or without attention to both classifications of dangers will probably fail."

The relation between public and industrial safety was next the topic of an address by Mr. John A. Oartel, Carnegie Steel Company, and Vice President of the Western Pennsylvania Division of the National Safety Council. Mr. Oartel pointed out that the underlying principle of safety, whether it be industrial safety or public safety, is organization. He gave a number of illustrations of the ways in which industrial concerns have been cooperating in public safety movements within their community, speaking particularly of the Pittsburgh Plate Glass Company, Westinghouse Electric and Manufacturing Company, United States Aluminum Company, and other plants in the Pittsburgh district.

Dr. Edwin Hulme McIlvain, Employment Service Manager, Edward G. Budd Manufacturing Company, Philadelphia, spoke on the "Prevention of Accidents Not Covered by Safety Codes." He pointed out the necessity of medical examinations for employment as a safety measure, the educational possibilities which lie in motion pictures, bulletins, and noon-day addresses, as well as the necessity of considering the reveries of the workers, and the necessity for all to have good housekeeping constantly in mind, as a means of accident reduction.

Following this Mr. H. B. Harmer, Safety Manager, Philadelphia Electric Company, and R. B. Inman, Safety Inspector, United Gas Improvement Company, Philadelphia, gave practical demonstrations of the Prone Pressure Method of Resuscitation as well as presenting the uses of this method by carefully developed talks. The afternoon program ended with a film showing the safety work in the American Car and Foundry Company, presented by Mr. W. E. Jarrard, Superintendent of Industrial Relations of the Berwick Plant of the American Car and Foundry Company.

Those who remained for the evening session heard Frank Branch Riley of Portland, Oregon, give his famous address on "The Lure of the Great Northwest." Governor Pinchot introduced Mr. Riley.

The exhibit of safety devices which was held in connection with this Conference seemed to hold the interest of most of those who attended the meetings. It was suggested that the safety exhibit at next year's Conference should be much more complete than was this year's, and with this thought in mind, the Department will get into contact with possible exhibitors several months earlier than was possible this year, due to the lack of certainty concerning the date when the Hall of the House of Representatives would be available because of the Legislative Session.

These Annual Safety Conferences are valuable only to the extent that they are of service to individuals who attend them. Next year's Conference should be made the best yet and suggestions from those who have attended this year's conference, or others, are welcome, in order that next year's program may be made even more interesting and more alive.

Whatever success this year's Conference may have had is due largely to the efforts of the Pennsylvania Society of Safety Engineers which developed the program, made many suggestions concerning the Conference, and was largely represented in the personnel of the speakers. This Society is proving to be of inestimable service to the Department of Labor and Industry in carrying on its campaigns for accident reduction and for the promotion of industrial safety.

HEALTH SUPERVISION IN MERCANTILE LIFE¹

By Arthur B. Emmons, 2nd, M. D., Director,
Harvard Mercantile Health Work, Boston, Massachusetts.

Two hundred and thirty-seven years were lost from illness by the 4000 employes in one Boston store during the past two years.

The common cold cost 18,420 days—62 years.

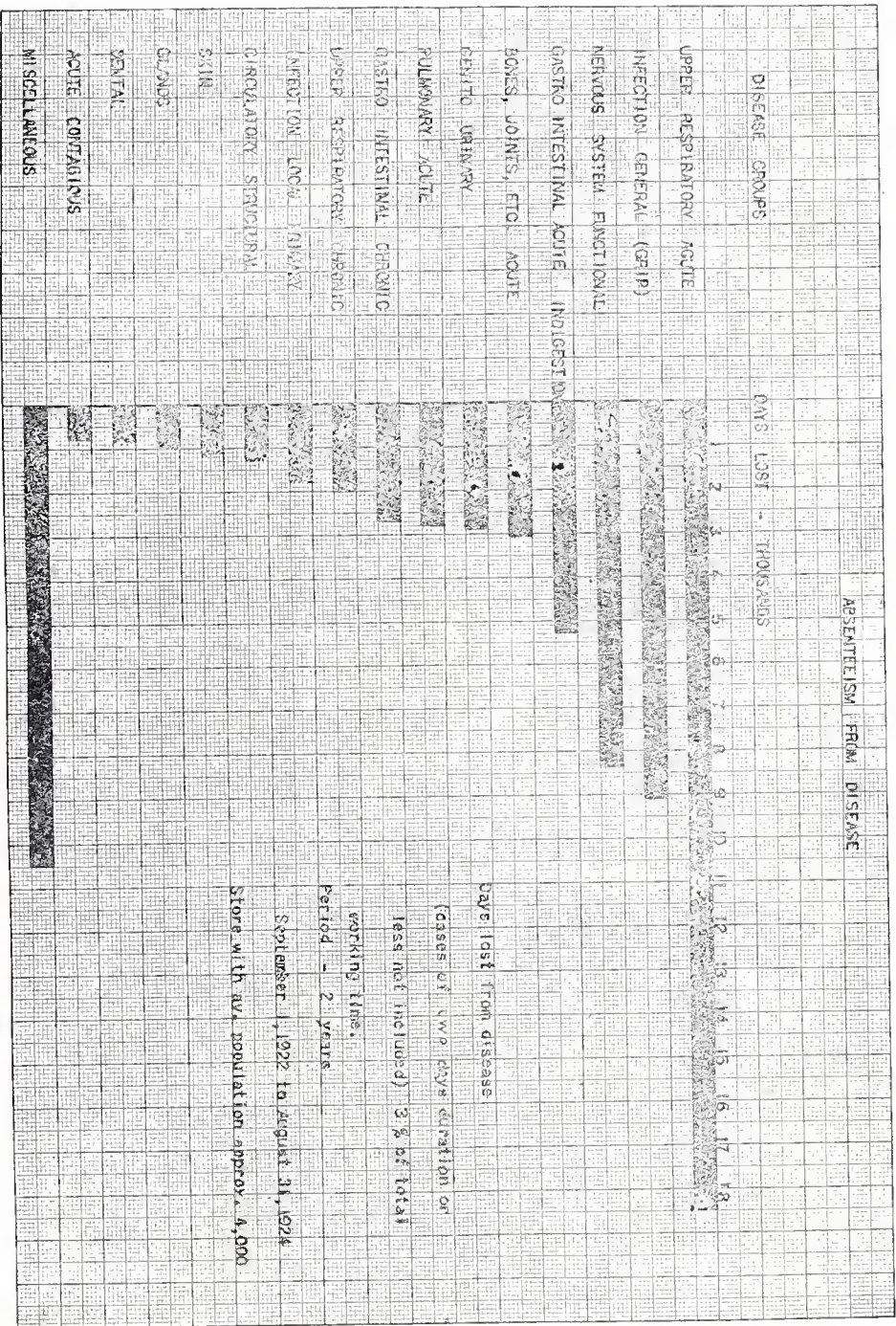
Nervous disorders cost 8,335 days—28 years.

Indigestion cost 7,985 days—27 years.

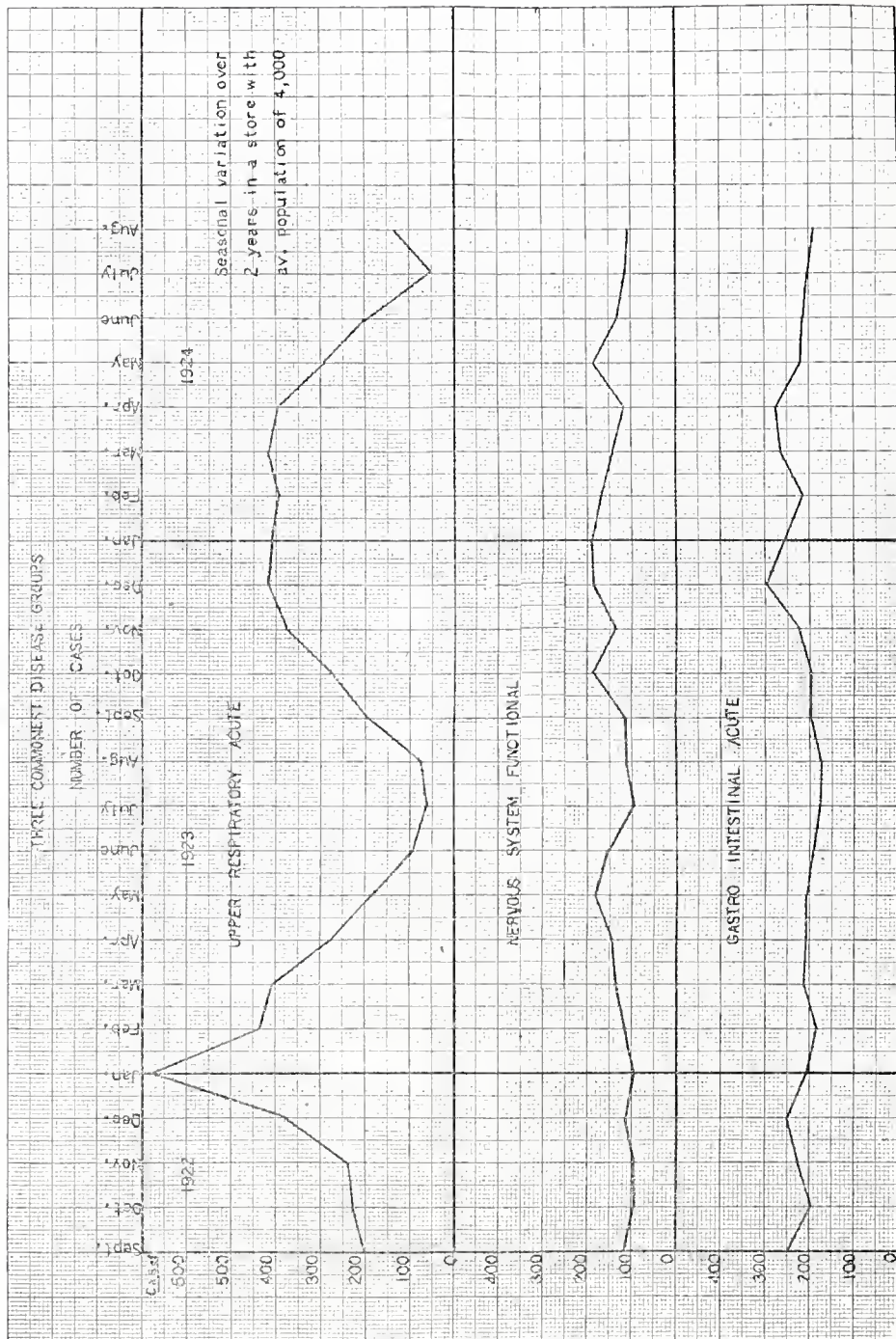
Miscellaneous illnesses cost 37,560 days—120 years.

These striking figures give us reason to pause and consider whether mercantile life is as sane and safe as would at first appear likely.

¹This article is the basis of an address delivered before the New England Health Institute at Portland, Maine, May 6, 1925. Submitted at request of Secretary Lansburgh.



CLASSIFICATION OF DISEASE CAUSES FOR ABSENCE AND COMPARATIVE TIME LOST FROM THE VARIOUS CAUSES.



SEASONAL VARIATION OF ABSENTEEISM IN THREE COMMONEST DISEASE GROUPS

The Harvard Mercantile Health Work was started more than five years ago to determine health conditions in stores, and to devise methods for their improvement. A brief summary of results may be of value to employers of mercantile workers whether in stores, banks, or business offices.

The first procedure was to study the twenty-five subscribing stores from a sanitary and health point of view. A detailed report to each store was made with practical recommendations suited to its individual needs.

A few of the common sanitary defects found in these leading stores may be of interest.

Faulty seating was almost universal, resulting in much unnecessary fatigue. A "work chair" was discovered, described, and further developed. Several chair manufacturers now make a satisfactory chair.



A SATISFACTORY WORK CHAIR

A foot study of 97 women standing at their work showed 43 wore shoes that were too short, 19 wore shoes with heels injuriously high, and forty others wore shoes with heels sufficiently high to upset body balance. Fifty-nine pairs of shoes were so fitted as to cause foot distortion. Faulty posture caused some of the worst cases of foot strain. Proper shoes were fitted; and 75 per cent of the employees thus fitted wished to continue to wear the better fitting shoes after six months' trial.

Eye strain is quite common. At least two of every four persons have defective vision and need glasses, while less than one in every four have proper correction. Lighting of offices and work-rooms is the second factor of eye strain. Modern lighting reduces glare by directing light of sufficient intensity onto the work and not into the eyes. In offices eye comfort is accomplished by properly placing desks, by using daylight as much as possible, or by using indirect, artificial lighting. The foot-candle meter measures the intensity of light at any point. Maintenance may be checked by this means.

Proper ventilation is difficult because weather conditions are constantly changing. Recent researches have developed a "zone of comfort." The rate of cooling by evaporation and respiration determines this comfort zone. Analysis shows three factors involved in air conditioning—temperature, humidity, and air movement. The best temperature is 68 degrees, more than 70 degrees puts a strain on everyone. Humidity of 45 per cent is desirable. High humidity, 75 per cent or over, prevents body cooling and gives discomfort. When temperature or humidity is high, or when both are high, air movement can bring conditions toward the comfort zone. A chart² has been devised, combining these three elements and delimiting and indicating how to maintain the comfort zone.

Results of these studies show that store-health conditions in these leading stores, while generally good, can be improved by better lighting, more careful ventilation, and better seating. A careful follow-up system is vital.

TURNOVER

From the field of sanitation and plant or job hygiene, in which all agree the responsibility lies primarily with the management, we turn to the field of illness, injury, and personal fitness. The responsibility for lost time is here shared perhaps equally by the management and the individual worker. The waste from these causes is turnover and lost time from ill health and lack of vigor.

The gross turnover in the best stores today is not often more than 60 per cent. One large store, however, recently reported that it employed 6000 new people in one year to keep the three thousand positions filled, a gross turnover of 200 per cent. Many of these changes are not due to ill health, but a large proportion are. Certainly good health and good-working conditions tend to reduce these changes. It is estimated that each new person placed and trained costs from fifty to two hundred dollars. This is a total loss charged to operating expenses.

²Thermometric chart for human beings at rest and normally clothed. American Society of Heating and Ventilating. Engineering Research Lab., Pittsburgh, Pa.

COST OF ILLNESS

One hundred dollars a year is the estimated-average loss from illness and injury of each mercantile worker. At a cost of five dollars a year per worker, satisfactory health supervision can be established with a saving of a considerable proportion of the one hundred dollars which is now lost.

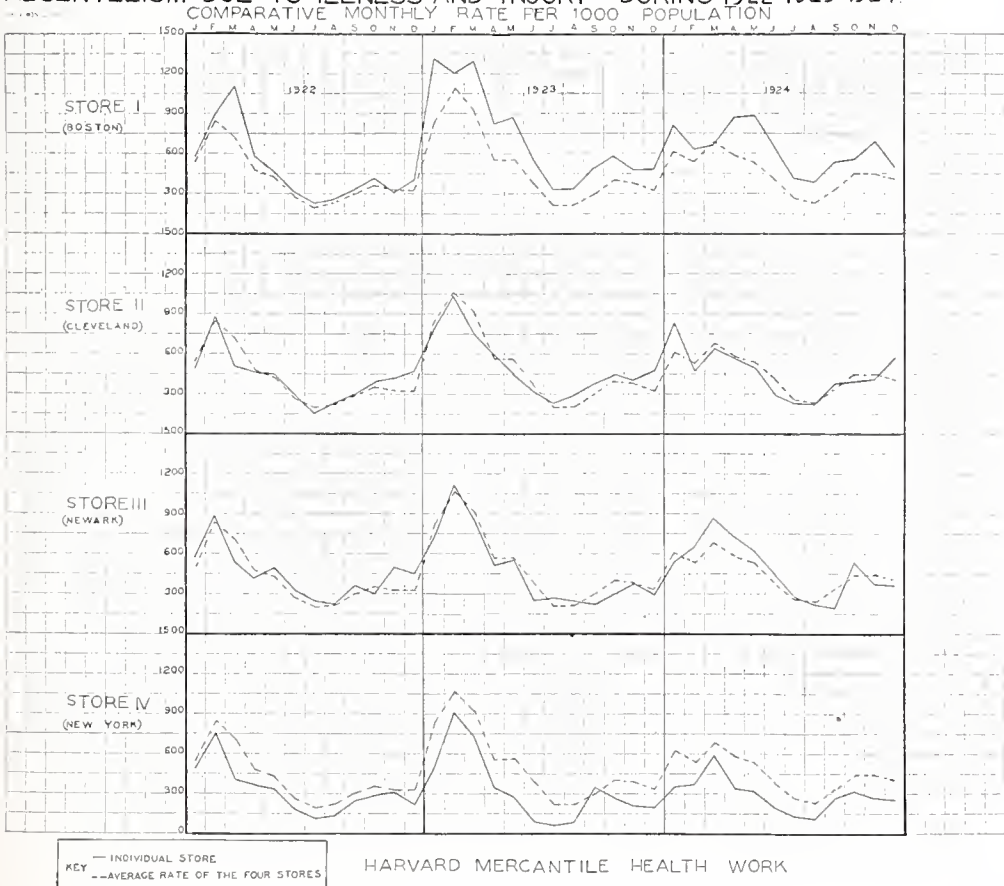
Forty-one dollars in wages alone per worker per year is the loss of one large mercantile establishment from sick absence. Most sick absence is compensated, at least in part, by some firms or through mutual benefit associations, adding perhaps \$20. Home care of the sick adds another large sum. The training of substitutes for, or the replacing of sick employes is again costly. One hundred dollars per individual per year is therefore considered a conservative estimate of the cost for sick absence in mercantile life.

Five dollars per individual per year is considered the average cost for a reasonably complete health supervisory service. Much has been done with less, while the best services spend much more with profit.

The cost of sickness and disability in industry Cheney³ estimates at approximately \$125. per person employed per year.

"It is in a measure true," Cheney says, "that dividends are paid out of the elimination of waste and avoidance of loss, and from this angle comes a major incentive for the supervision of the health of our workers."

ABSENTEEISM DUE TO ILLNESS AND INJURY ⁴ DURING 1922-1923-1924.



³Howell Cheney. Why Industry Profits by Health Supervision. Industry Vol. XII, No. 15, Dec. 15, 1923.

EMPLOYMENT AND HEALTH

When care of the sick is well organized it is possible safely to employ workers who have defects more or less disabling. Physical examinations before employment will discover defects of heart, lung, kidney, or other organs. Persons with such defects may often be profitably employed if careful supervision is maintained.

Of the 1397 persons employed in one store in Cleveland during 1922, 70 per cent showed defects. Another store in Pittsburgh, with 1200 persons examined, showed that more than 95 per cent had from one to five defects. Correction of these defects should improve health and reduce sick absence.

Persons with minor or temporary defects lost 12 per cent more time than those free from defects. Those with more serious or permanent defects lost 42 per cent more time. Moreover, the time was not usually lost as a direct result of the defect, but probably from reduced vitality, secondary to the defect.

An industrial-physical examination takes less than fifteen minutes and costs about one dollar. If followed up intelligently, it should be worth many times that amount.

CARE OF ILLNESS

Care of emergencies is both a legal and a humanitarian requirement. Care of minor illness and injury with careful reference of severe cases to physicians who will give them proper attention is good business.

Dental care, eye service, and home visiting have proved their worth in saving energy and making attendance more regular.

FINANCING HEALTH SERVICE

The steady growth of mutual-benefit associations is gradually changing the support of health work from the firm alone to a co-operative basis. Dentistry, at cost to the individual, has proved popular even at \$3.70 per hour. For financing health work and paying compensation for illness, a number of stores have a plan of contribution (about 1 per cent of the wage) by the workers and equal amount by the firm.

HEALTH EDUCATION

The contagiousness of health information is of first importance. Next comes the virulence of the information. Does it strike home? This depends largely upon the susceptibility of the individual. Does it strike a weak spot in Mary? Does Mary have many distressing colds because her habits break the rules of personal hygiene and keep her just on the line between health and illness, sometimes dropping below this line? Has she set up a defense mechanism to protect herself from unpleasant duty, even persuading herself that she is exceptional and can break nature's laws with impunity, or is it possible to appeal to a motive of sufficient strength to cause a reaction and change a habit?

There is abundant proof that it is not sufficient to expose an individual to health information, no matter how sound or authoritative it may be, even if backed by the prestige of the United States Public Health Service. The facts may not be questioned, but commonly the adult reader easily persuades herself that they do not apply to her own case.

Health information then must appeal to some motive in each individual, and appeal so strongly that action is inevitable. The common motives are: fear of pain and desire to recover from disease; continuance or increase of the earning capacity; the vague and often weak desire to enjoy vigorous health.

The weakest point, perhaps, in health education is the lack of a simple, clear statement of what the individual is to do when a desire is aroused for action.

The follow-up work must be so organized that such action is clear and the motive reinforced until the result is obtained.

Kellogg, of Pittsburgh, reports¹ that 1260 persons in a store were examined. Ninety-five per cent to 99 per cent had from one to five physical defects. Let alone six per cent had these corrected. By a follow-up system 19 per cent more took corrective action. Seventy-five per cent took no action.

ACCIDENT PREVENTION

The National Safety Council has carried on perhaps the most successful nation-wide educational campaign for the prevention of accidents. They have used extensively the dramatic poster with crisp, striking advice. These posters are based on records of common accidents and studies of their usual causes.

The common accidents in stores follow. An insurance company gives the experience of one of the large stores of the lost-time accidents in 1922.

There was a total of 90 accidents, or 2.48 per every 100 employees:—due to mechanical .30; non-mechanical 2.18.

Severity: Total days lost 2008, or .55 per employee:—mechanical .10; non-mechanical .45.

ILLNESS PREVENTION

The large problem of health-educational work in stores is not in accident prevention but in the field of personal hygiene to prevent disease. The most effective lessons are taught by the doctor to his patient.

Bulletins and articles in store papers on subjects of common experience at seasonable times may be useful as reminders and follow up, if sound, interesting, and well adapted to their audience.

The drama is the most interesting form of health presentation. At the Jordan Marsh Company in Boston recently a number of health topics has been dramatized and played before the whole force in groups. In October, 1923, the most costly disability, the common cold, was presented under the title "Five Simple Rules for Catching Cold," written by Julia Houston Railey. In November, 1924, was presented the second commonest cause, indigestion,

¹Journal of Industrial Hygiene, Jan. 1922, Vol. III, No. 9.

by the same author under the title "Pounds Sterling." Both of these productions with casts from the store force were first thoroughly amusing, next carried the lesson obviously, often caricaturing the common, human weaknesses like a cartoon; and finally, suggested the simple preventive measures to be employed.

The results of these plays have been far-reaching. The store health and the educational departments became better known in a new and favorable light. They expressed themselves in a way that everyone could understand. This resulted in increased confidence and increased use.

An immediate increase in the number of patients coming for treatment of colds was accompanied by a reduction of lost time from colds.

Mouth hygiene and mental hygiene both yield good return.

Our studies in stores have disclosed the common causes of disability and lost time. Back of the common cold, indigestion, nervous disorders, and many lesser ills lies the failure to maintain robust physical and mental health. Too many workers are content to barely escape sickness, that is, to remain in the border zone between health and illness.

To raise the general level of health capital and lay up a safe reserve against danger of infection and fatigue is the problem before mercantile hygiene.

Next to indifference, ignorance is our worst foe. The store of health information in the form of physical and mental hygiene is already large and is constantly increasing.

Health education, to be effective, must first arouse the interest and desire of the worker to become and to keep fit. Next, it must supply sound, practical instructions in definite, simple terms. These instructions must be within the understanding and within the means of the individual.

The store worker, then, must be awakened to the need of action to conserve health, shown what to do and how to do it; the reward being increased earning capacity with increased joy of living.

ORGANIZATION

To develop a successful health service suited to the individual store, office, or bank, the first step may well be to form a health committee composed of representatives of personnel departments, mutual benefit association, and management. Such a committee, meeting monthly for an hour, will prove to be a successful guide to a developing department, bringing cooperation instead of opposition.

One store's representative-health committee has passed on the following questions, making recommendations to the firm for action: a system of obtaining a complete daily list with correct addresses of all sick absentees; their return to work and compensation for illness through an insurance committee of the Mutual Aid or store association; physical examinations before employment and before joining the insurance; methods of insuring hygienic and satisfactory noon lunches; improvement of ventilation in difficult and crowded parts of the store; reduction of accidents, as on slippery floors, resulting in safer floors and better cleaning methods; aid

in obtaining a sterilizer and scales for the health department; requesting the reduction of insurance rate as accident experience is lessened; obtaining a series of lectures for the executives on mental hygiene; devising a method of introducing new employes to the service offered by the health department; securing immediate notice from the employment department of discharge of an employe; determining the financial advantage of a motor car for the visiting nurse by multiplying her visiting ability; determining that every one leaving the store on account of illness shall be seen by the health department which will aid in obtaining prompt and competent medical care and secure the correct present address; ruling that employes remaining at home must notify the health department by telephone or by writing in order to receive compensation for illness; considering winter vacations following the strenuous Christmas rush; establishing and financing, at cost to the patients, a dental clinic.

RESULTS

Results are to be expected from better adjustment to the job, improved physical capacity, reduced sick absence, and reduced turnover. Besides these, there should result reduced fatigue, more continuous occupation with increased confidence, greater keenness on the job, increased earning capacity, and better team work. Finally, we should expect delayed old age or prolonged effective activity.

COOPERATIVE REPRESENTATIVE COUNCILS STATE EMPLOYMENT OFFICES BUREAU OF EMPLOYMENT

The Department of Labor and Industry finds it most advantageous to insure that it properly reflects the pulse of those interested in industry, in its various activities, through the development of committees particularly interested in such activities throughout the State. These committees enable the Department to find out the opinion of a given community, or people interested in a given industry, with reference to any projected action. They further enable the Department to secure sound advice on possible methods of extending its influence.

With this in mind the Department has created in each of the vicinities where it has an employment office, an Advisory Committee, composed of representative citizens of the community. This committee will probably meet semi-annually. At such meetings the work of the employment office can be discussed and projects for furthering the influence of the office considered.

The Secretary of Labor and Industry has, therefore, appointed the following cooperative representative councils:

ALLENTOWN

- Mr. Clarence T. Davis, Secretary and Treasurer of the Rionor Silk Mills,
 Mr. Alvin L. Hacker, Extension Representative, Lehigh County Agricultural Extension Association,
 Mrs. Florence R. Hess, Prominent Department Store Merchant,
 Mr. Robert L. Kift, Manager of the Lehigh Structural Steel Company,
 Mr. Clarence J. Moser, Secretary and Treasurer of the Allentown Labor Council,
 Mr. Charles W. Renninger, Secretary and Treasurer, W. H. Gange-
 were & Company,
 Major Henry A. Renninger, Safety Engineer for the Lehigh Portland Cement Company,
 Mr. George W. Walt, Employment Manager of the International Motor Company.

ERIE

- Mr. Edward L. Barry, Vice President, Central Labor Union, Fourth Vice President, State Federation of Labor,
 Mr. James Burke, President, Burke Electric Company,
 Mr. Charles Constable, President, The Constable Bros. Co.,
 Mr. Theodore Eichhorn, Superintendent, Department of Streets and Public Improvements, City of Erie,
 Mr. R. H. Engle, County Agent, Erie County Farm Bureau,
 Mrs. Harriet Flowers, Secretary, Erie Community Chest,
 Mr. Ely Griswold, Vice President, Griswold Mfg. Co.,
 Mr. M. Harrison, Director of Industrial Relations, Hammermill Paper Company,
 Mr. Willard Howe, Prominent Realtor,
 Mr. Eugene McManus, Chief, Building Inspection Bureau, City of Erie,
 Mrs. Samuel Ostrow, Prominent in welfare and social activities,
 Mr. H. S. Schneider, President of the Erie Retail Dealers Association,

HARRISBURG

- Mr. J. William Bowman, Manager, Bowman & Company,
 Mr. John Dapp, Vice President, Central Trust Company,
 Mr. J. F. Feight, Secretary, Bricklayers' Union No. 71,
 Mr. Ross A. Hickok, Secretary and Treasurer, W. O. Hickok Mfg. Company,
 Mrs. G. H. Orth, (Prominent in civic and welfare activities.)
 Mr. Ray Shoemaker, President, S. W. Shoemaker & Son, Contractors,
 Mrs. Mercer B. Tate, Prominent in civic and welfare activities,
 Mr. D. S. Wenrick, Representative, United Brotherhood of Carpenters and Joiners.

JOHNSTOWN

- Mr. C. L. Baker, Management's Representative, Cambria Plant, Bethlehem Steel Company,
 Mr. John M. Casler, Painter and Paper-hanger.
 Mr. Adam J. Gibson, General Chairman, Plan of Representation, Cambria Plant, Bethlehem Steel Company,
 Mr. Samuel H. Heckman, General Manager, Penn Traffic Co.,
 Mr. Harry Hesselbein, Managing Secretary, Chamber of Commerce,

Mr. Robert T. Hickman, Member of the International Typographical Union,
 Mr. Abraham Hostetler, Farmer,
 Mr. Frank B. Kinzey, President, Thomas-Kinzey Lumber Co.,
 Miss Mary D. Storey, Executive Secretary, Cambria County Chapter, American Red Cross,
 Mr. Charles B. Thomas, Manager, John Thomas & Sons, Department Store,
 Mr. Harry L. Tredennick, President, Haws Refractories Co.,
 Miss L. Grace Young, Secretary of the Children's Home.

LANCASTER

Mr. Albert Albright, Member of the Typographical Union,
 Mrs. John L. Atlee, President of the Iris Club,
 Mr. Edward Barto, Foreman, Hubley Manufacturing Company,
 Mr. Christian W. Boos, Foreman, Champion Blower & Forge Co.,
 Miss Helen C. Doty, Executive Secretary, Lancaster Community Service Association,
 Mr. Milton G. Evans, Secretary of the Central Labor Union,
 Miss Ada Forry, President, Business and Professional Women's Club,
 Mr. W. H. Hager, President and Manager, Hager & Bros., Merchants,
 Mr. W. W. Heidelbaugh, President, Heidelbaugh Coal Company,
 Mr. H. M. Hoover, Employment Manager, Armstrong Cork Co.,
 Mr. Robert E. Miller, Vice President, The Hamilton Watch Co.,
 Mr. W. B. Morey, Secretary of the Chamber of Commerce,
 Mr. Charles B. Weise, Secretary of the Manufacturers' Association.

OIL CITY

Mr. J. P. Coffman, General Superintendent, National Transit Pump & Machine Company,
 Mrs. H. A. Downs, President, Oil City Women's Club,
 Mr. Leon Gavin, Secretary, Chamber of Commerce,
 Mr. E. R. Gnade, General Manager, Imperial Works, Oil Well Supply Company,
 Mr. Frank Hummelbaugh, Manager, Venango Mfg. Company,
 Mr. James F. Leyda, Former President of the Carpenters' Union and member of the Central Labor Council,
 Mrs. Edna E. Pundt, Executive Secretary, Oil City Chapter, The American Red Cross,
 Mr. John Reid, General Manager, Reid Gas Engine Company,
 Mr. J. J. Rhoads, Superintendent of the Allegheny Division, Pennsylvania Railroad,
 Mr. John E. Ritchie, President of the Builders Trade Association; Member of the Bricklayers' Union and of the Central Labor Council, Franklin, Pa.
 Mr. Maxwell Rose, Director of the Employment Department, Eclipse Plant, Atlantic Refining Co., Franklin, Pa.

PHILADELPHIA

Mr. W. T. Allen, Member of General Executive Board, United Brotherhood of Carpenters & Joiners,
 Mr. D. Knickerbocker Boyd, Architect and President of the Philadelphia Building Congress,

Mr. Frank Burch, Secretary-Treasurer, Central Labor Union,
 Miss Jennie Burkett, Representative of the Hosiery Workers Union,
 Mrs. Henry D. Jimp, Active in public and welfare work,
 Miss Mary Kane, Secretary to the General Manager, John Wana-
 maker's,
 Mr. J. K. Linn, Employment Agent, Pennsylvania Railroad System,
 Mr. H. D. Madsen, President, The Philadelphia Personnel Associa-
 tion,
 Mr. Isaac Passmore, Horticulturist,
 Mrs. Linda S. Patton, Employment Division, Curtis Publishing Com-
 pany,
 Mr. Frederick Sinclair, General Contractor,
 Mr. Earl Sparks, Secretary, The Metal Manufacturers' Association
 of Philadelphia,
 Mr. Joseph N. Steele, President, Wm. Steele & Sons,
 Mr. George Stuart, Secretary, Philadelphia Builders Exchange and
 Employers Association.

PITTSBURGH

Mr. Taylor Alderdice, Vice-President, National Tube Company,
 Mr. Joseph Duty, President, Pittsburgh Building Trades Council,
 Mr. A. C. Gibson, Safety Engineer, Spang, Chalfant & Company,
 Miss Eleanor Hanson, General Secretary, Associated Charities,
 Mr. George H. Keats, Director, Jewish Big Brother Club,
 General A. J. Logan, President, A. J. Logan Company,
 Mr. P. J. McGrath, Financial Secretary, Division 85, Amalgamated
 Association, Street and Electric Railway Employees of
 America,
 Mr. Wm. F. Patton, Secretary, Local Union, United Brotherhood of
 Carpenters and Joiners,
 Mrs. Enoch Rauh, Director, Department of Welfare, City of Pitts-
 burgh,
 Mr. A. W. Schenck, President, Schenck China Company
 Mr. R. L. Wilson, Works Manager, Westinghouse Electric and Manu-
 facturing Company.

READING

Mr. Charles S. Adams, County Agent, Berks County Agricultural
 Extension Association,
 Mr. Charles H. Alspach, Executive Secretary, Social Welfare League,
 Mr. Charles T. Davies, Proprietor, Davies Hosiery Company,
 Mr. Paul S. Kintzer, Superintendent, Service Department, Beth-
 lehem Steel Company,
 Miss Edith Lee, General Secretary of the Reading Y. W. C. A.,
 Mr. George E. Meitzler, General Chairman of the American Feder-
 ation of Railway Workers,
 Mr. John B. Mullen, Industrial Secretary, Chamber of Commerce,
 Miss Ella V. Price, Employment Manager, Narrow Fabric Com-
 pany,
 Mr. Earnest J. Poole, General Superintendent, Carpenter Steel Com-
 pany,
 Mr. Irvin F. Schaffer, Secretary of the Reading Carpenters' and
 Joiners' Union,

Captain Leslie B. Talléy, Superintendent, Employment Office, Reading Iron Company,
 Mr. Wm. F. Weeks, Employment Manager, Ludens Candy Company,
 Dr. Frederick Willson, President, Willson Goggles, Inc.,
 Mr. Seibert L. Witman, Conciliator and Arbitrator, Philadelphia and Reading Railroad Company,

SCRANTON

Mrs. Jessie Bennett, Employment Manager, International Textbook Company,
 Mr. John Boylan, Board Member, Sub-District No. 1, United Mine Workers of America,
 Mr. Bernard L. Connell, President and Treasurer, Lackawanna Mills,
 Miss Jennie E. Davis, Director of Home Office Service, Woman's Institute of Domestic Arts and Sciences,
 Mr. Lawrence Hart, President, Central Labor Union,
 Mr. J. Edward Havey, Manager, Sauquoit Silk Manufacturing Company,
 Mr. John D. Hinton, Treasurer-General Manager, David Spruks Company,
 Mr. George Hower, President, Hower & Stender Company,
 Mrs. Worthington Scranton, Prominent in Public and Welfare Service,
 Mr. J. G. Winterhalt, Superintendent, Eureka Printing Company.

WILLIAMSPORT

Mr. Herman S. Alter, President, Central Labor Council,
 Mr. A. C. Everhart, Proprietor, Everhart Planing Mill,
 Mr. Harry Paulhamus, Farmer,
 Mr. Clyde L. Sauers, Contractor and member of Local Bricklayers' Union,
 Miss Minnie V. Taylor, General Secretary, Social Service Bureau,
 Mr. Robert H. Thorne, President and Superintendent Darling Valve and Manufacturing Company,
 Mr. James W. Towsen, Employment Director, Lycoming Rubber Co.,
 Mr. George E. Wendel, Superintendent, Pennsylvania Power & Light Company.

IMPORTANT OPINIONS OF THE COMPENSATION BOARD.

SAYLOR v. GEHLEY'S CARPET HOUSE

Course of Employment—Employee drowned while attending an annual outing given employees by the employer to create better fellowship among employees and better cooperation between employer and employees and for advertising purposes. The Board held there was sufficient testimony to support referee's finding that decedent at the time of his death was actually engaged in the furtherance of the employers business. Award affirmed.

OPINION BY WALNUT—Chairman

The decedent, Harry L. Saylor, husband of the claimant in this case, was employed by the defendant on July 24, 1924, as a salesman. His weekly wage exceeded \$20.00 a week. On the date in question, while attending an annual outing of the employes of the defendant company at Grissinger's Park, Adams County, Pa., the decedent was drowned. The referee has completely set forth the facts incident to this annual outing in his fifth finding of fact which reads as follows:

“That the Defendant Company had made it a practice during the past two or three years to give an annual outing to their employes and their families, the expense of which outing was borne in its entirety by the Defendant Company. That the purpose of these outings was to create better fellowship between the employes, better cooperation between the employes and employer, to further advertise the business of the employer to the public both, through their employes, publicity in the local papers, and the display on the trucks that carried the employes and their families to and from the picnic. That it had been the custom for the different retail merchants in the City of York to give their employes Thursday afternoon off of each week as a holiday, but there was no reduction in their wages for this half-day. That the afternoon of July 24, 1924, was a Thursday afternoon on which the employes of the Defendant Company were entitled to be off, but with pay. That the Defendant Company requested all their employes and their families to participate in this annual outing but there was nothing compulsory on any of the employes to attend the outing. That this particular outing on July 24, 1924, was attended by all the employes of the defendant with the exception of one who was on his vacation at Roanoke, Virginia. That on July 24, 1924, the Decedent worked in the store of the Defendant Company until noon, at his regular employment and stopped work at the same time as the other employes in order to attend the annual outing to be given by the Defendant at Grissinger's Park. That at the time the decedent met with his death he was being paid his regular rate of wages and was actually engaged in the furtherance of the business or affairs of the employer, although not on the premises of the employer or under its control.”

His conclusion of law, based upon his finding of fact is to the effect that the decedent, having been accidentally drowned, while actually engaged in the furtherance of the business or affairs of the defendant company, the dependents are entitled to compensation. There is no question as to the dependency of his widow.

The question presented by the case is as to the sufficiency of the evidence to support the referee's finding of fact that the decedent “was actually engaged in the furtherance of the business or affairs of the employer” at the time of his death. The matter has been carefully argued by the representatives of both parties. The case

is a close one, it appears to us, however, that the decedent was present at the picnic entirely in his capacity as an employe of the defendant. The employer conducted the picnic manifestly as an incident to his business. It was in his view a valuable and important part of his business, sufficiently so at least to warrant his investing a reasonable sum of money in carrying it on. Without the presence of the decedent and the other employes, there would have been no picnic, and, if we accept the employer's point of view of the picnic, his business would have suffered.

We are, therefore, of the opinion that there was sufficient testimony to support the referee's findings that the decedent at the time of his death was actually engaged in the furtherance of the business or affairs of the employer. With this finding of fact as a basis, his conclusions of law and his award are fully supported.

We, therefore, affirm the referee's findings of fact and conclusions of law and his award.

SNYDER *v.* U. S. PAPER MILLS, INC.

Loss of use of hand—alleged refusal of medical attention will not warrant the Board in disallowing compensation, in view of the difference in medical opinion, at least four doctors testifying that an operation would simply improve the appearance of the hand and would not increase its usefulness.

OPINION BY HOUCK—Commissioner

This is an appeal by the defendant from the Referee's order reinstating and modifying a compensation agreement to provide for the loss or the use of the claimant's left hand. The defendant excepts to the Referee's findings of fact and assigns as error of law that the Referee could not modify the agreement because it had previously been terminated, and also that the Referee erred in failing to designate the amount of the award and the date from which it is to run.

The testimony clearly supports the Referee's finding that the claimant has lost the use of his left hand as the result of an accidental injury sustained while in the course of his employment. The defendant contends, however, that it offered the claimant a surgical operation on the hand which would have restored its function. The accident happened January 15, 1923; the claimant's hand was very severely lacerated and in order to save the hand, it was impossible for the attending physicians to set the broken bones properly; as a result, there is considerable deformity. The defendant had the claimant examined by a surgeon who recommended an operation on the hand to reset the bones; this was in September, 1923. The claimant refused the offer, and the defendant now contends that his refusal bars his right to compensation. At least four physicians testified that the operation would not improve the function of the hand at all; that it would simply improve the appearance of the hand; and that they would not recommend the operation under any circumstances. These witnesses are the doctors who treated the claimant at the time of the injury, and who were entirely familiar with the extent and nature of the damage done to the member. When there is such a divergence of opinion between the medical witnesses in the case, the Board would certainly not be justified in finding that the

claimant's refusal to submit to the operation was so unwarranted as to deprive him of compensation for his injuries. Under the testimony in this record, we do not consider the claimant's refusal to submit to surgical procedure unwarranted in any degree whatever; nor do we think that his refusal should affect his right to compensation in any way.

The defendant's contention that the Referee had no authority to modify the agreement, which was previously terminated, is without merit. It is clearly without merit in this instance because the record shows plainly that the agreement was terminated by agreement, with the understanding that the claimant should be entitled to file a petition for the loss of the use of his hand. The only petition he could file was a petition for modification or reinstatement; the name which might be given it is immaterial; we are more concerned with the result to be obtained.

The Referee's order does not state the amount of compensation to be paid, but this is a mere matter of calculation from his findings of fact. The compensation agreement involved in this case provides for the payment of compensation at the rate of \$12.00 per week, beginning January 25, 1923. Compensation was paid to March 5, 1923, a period of $5 \frac{4}{7}$ weeks. For the loss of the use of the hand, the claimant is entitled to compensation for 175 weeks; he has received compensation for $5 \frac{4}{7}$ weeks, so that he is now entitled to compensation for $169 \frac{3}{7}$ weeks beginning March 5, 1923.

We affirm the Referee's findings of fact and modify his order to read as follows: The prayer of the petition to modify compensation agreement No. 1367319 is hereby granted. Said agreement is reinstated as of March 5, 1923, and modified to provide for the loss of the use of the left hand, and from that date the defendant shall pay to the claimant compensation at the rate of \$12.00 per week for $169 \frac{3}{7}$ weeks, or a total of \$2033.14. The defendant shall also pay the costs as taxed by the referee.

THE EMPLOYERS' PART IN REHABILITATION

By S. S. Riddle, Director
Bureau of Rehabilitation

Rehabilitation, the rendering of disabled persons fit to engage in suitable, remunerative employment, depends almost entirely for its successful culmination upon one factor: the willingness of employers to recognize the sound, economic and engineering principles involved in providing suitable employment for disabled persons.

Physical defects in varying degrees exist among a comparatively high percentage of workers and potential workers. In some cases those physical defects are progressive; in others, they are definite, permanent, and non-progressive, as amputations.

A sound, able-bodied man, to be an industrial producer, must have employment. Occasionally, economic conditions prevent even the able-bodied, in certain localities, from obtaining suitable work; but, when employment openings are available the mere existence of a definite, non-progressive physical handicap should not bar an applicant, otherwise suited from an employment opportunity.

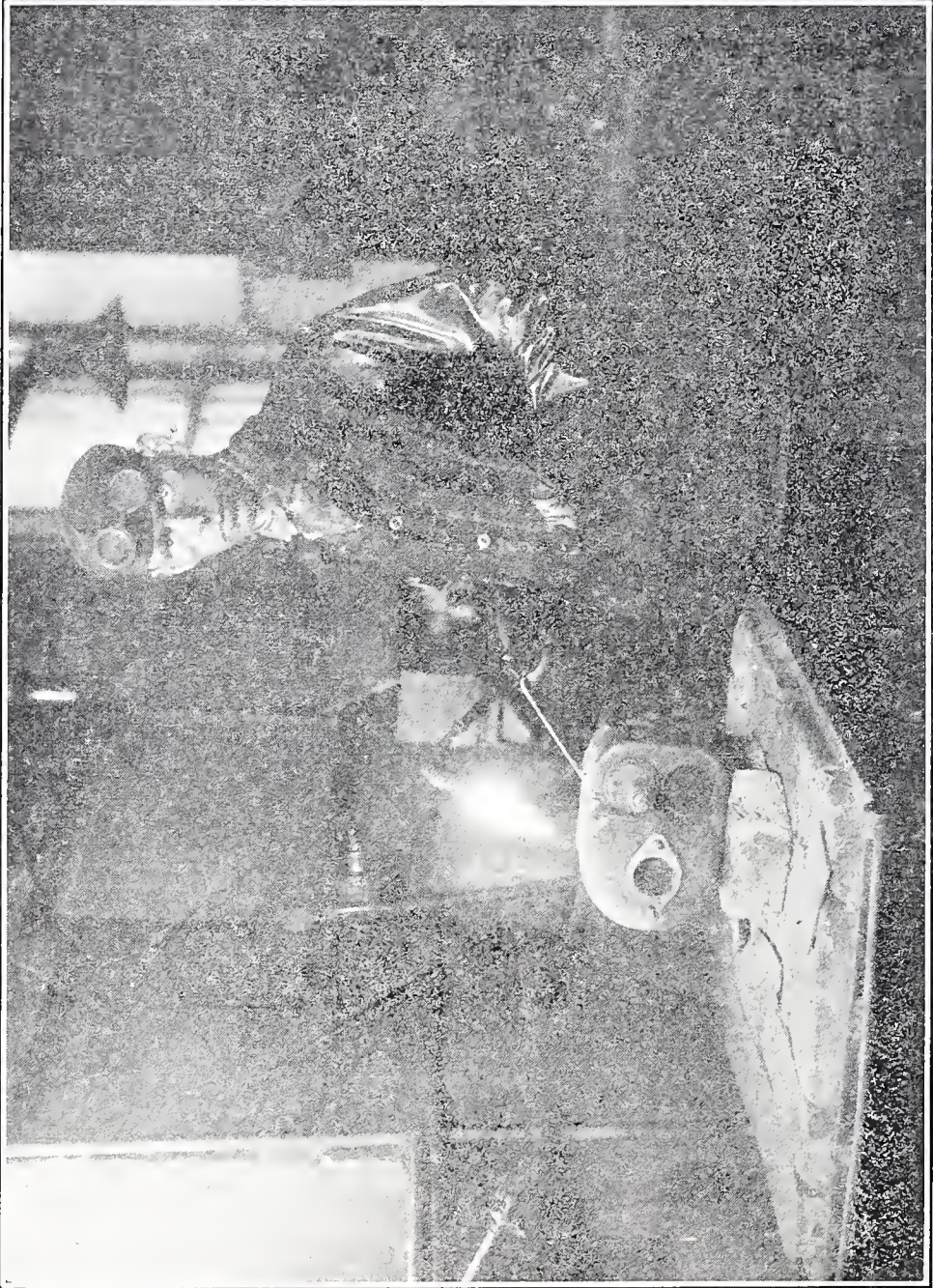
A statement frequently made by heads of large and, even small, industrial and commercial enterprises may be summarized in the following form:

"There are tasks in this establishment suited to disabled workers, and such tasks are always made available to workers who happened to have been disabled in their work in this establishment. This establishment cannot, however, give employment to persons disabled elsewhere."

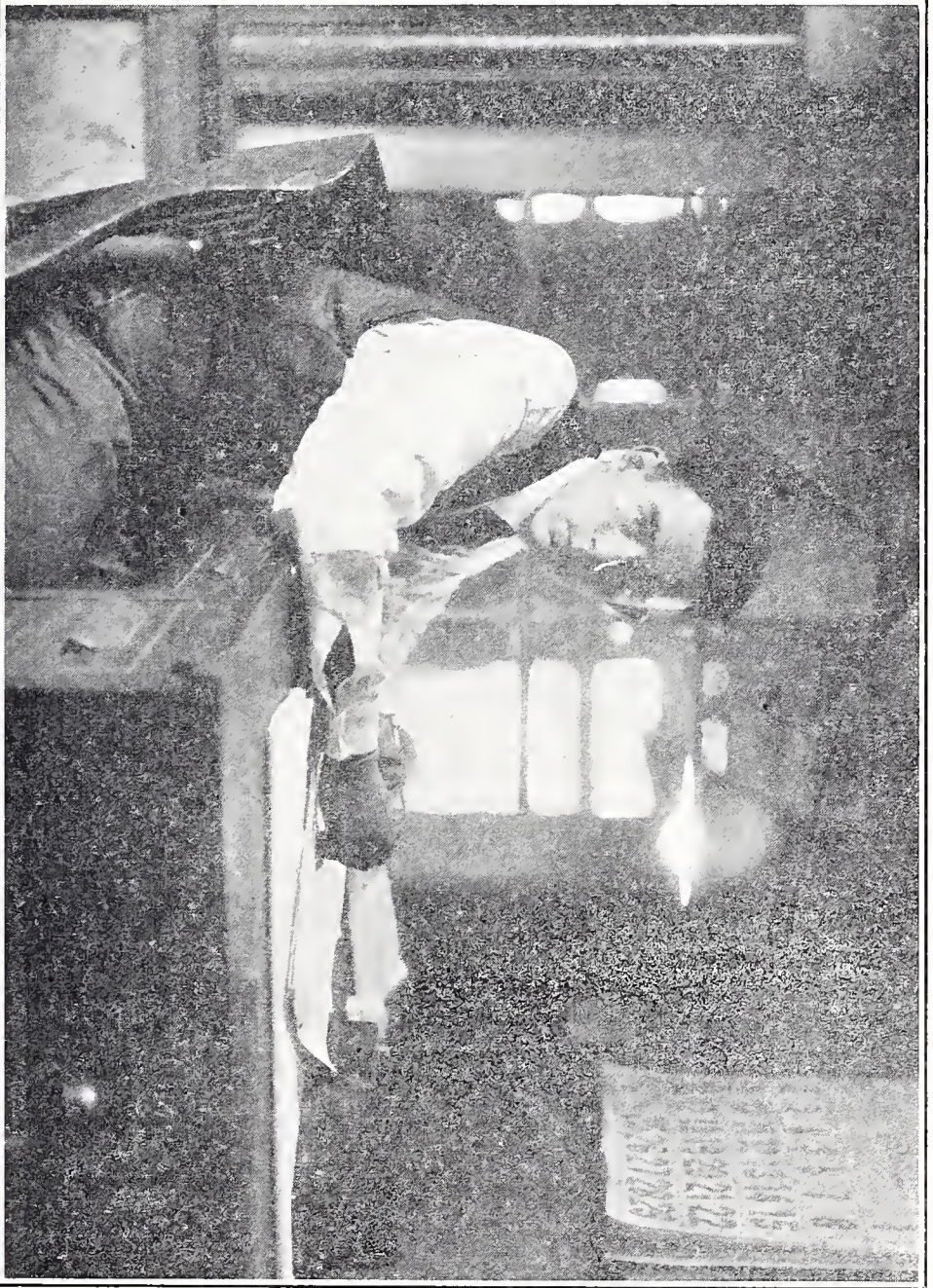
Except when applied to extremely hazardous plants, where the group of disabled workmen is unusually large, such statement is economically unsound, and in another generation will be so recognized unless, in the meantime, modern existence not only in industry but also on the public highways, loses many of its hazards, which cripple and disable individuals.

Disabled persons, conceding to them a proper mental attitude, make unusually good employes. When placed in suitable tasks in employment, properly chosen, they are not a hazard to themselves nor to fellow workers. They are not an additional risk under workmen's compensation in Pennsylvania, as can be determined by a study of the statutes and decisions. Numbers of employers have found that disabled employes, even though not disabled in the plant in which they are employed, are steady, attentive, and productive, economic assets to the business.

Among the social and business associates of virtually every employer in Pennsylvania are persons, disabled by obvious physical handicaps, whose handicaps are overlooked entirely in the ordinary daily association. Under such conditions, it seldom, if ever, occurs to the ordinary associates of such disabled persons that their disabilities might be a deterrent in their work.



DISABLED YOUNG MAN, WITH MUTILATED LEFT HAND TRAINED FOR ACETYLENE
WELDING



FROM SHOP WORKER TO ACCOUNTANT AFTER AMPUTATION OF RIGHT HAND

Remove, however, the personal acquaintanceship or association, remove the disabled person from employment, place him in a strange community, and the physical disability becomes almost immediately an obstacle to be overcome in obtaining suitable and remunerative work.

The reluctance of some employers to consider for suitable tasks in their establishments persons physically handicapped is an unique, and almost unexplainable phenomenon.

Whether a disabled person has the proper mental attitude can usually be determined in the first interview by an astute employer or a well-trained personnel officer of the plant. Whether such applicant is capable physically for the employment opportunity is easy of determination.

What objection may exist against the employment of such disabled persons in a proper job can have little other than an aesthetic basis, which should not be considered sound in ordinary present-day business enterprises.

The professional beggar with an amputation, but otherwise of sound body, may have become a professional beggar because he was denied employment. Following recovery from his injury, he may have begged from necessity, to keep alive, learned of the ease through which heavy returns are drawn from a gullible public and continued to be a non-producing parasite upon other workers, and frequently a contaminating influence in the community.

Experience of rehabilitation and social agencies indicates that seldom can a professional beggar, even though capable of performing many tasks in productive employment, be restored to the mental attitude or desire, to work for a living. A professional beggar has found a profession and seldom will even consider any employment or training for employment.

The majority of disabled persons would not, under any circumstances beg for a living, and consequently quietly suffer many hardships.

The attitude, unsound economically and from a humanitarian standpoint, to deny suitable work to disabled persons, is, in a measure, responsible for the comparatively small percentage of all disabled persons who, nevertheless, in considerable numbers, annually swell the ranks of professional beggars.

It is admitted that employment cannot usually be provided for persons handicapped by the progressive types of physical disability. There are many shunt-in cases and others so severely handicapped by injury, congenital defect, or disease that they cannot be considered as capable of performing the usual employments. But it is to the great numbers of disabled persons, adaptable to some type of employment, that modern industry, for its own benefit, must ultimately give consideration.

SAFETY MEETINGS CONDUCTED IN INDUSTRIAL PLANTS BY THE STATE WORKMEN'S INSURANCE FUND

Gabriel H. Moyer, Manager

The State Workmen's Insurance Fund has been conducting safety meetings for some time at some of the large industrial plants in the State. These meetings are presided over by safety engineers connected with the State Fund; and through the cooperation of the employer in charge, nearly all of the plant employes attend.

The accident experience of the plant at which the meeting is held is the principal subject for discussion. The discussion includes a complete analysis of all accidents occurring at that particular plant during a given period. This analysis shows every detail of each accident so that the causes of the various accidents can be thoroughly discussed and a report compiled by the State Fund.

All formality is dispensed with at these meetings, and they become more or less round table talks on the best means possible to prevent a recurrence of some of the accidents incident to the work at the particular plant where the meeting is being held.

The State Fund believes that the best means of arousing interest in the safety movement is to present to a body of employes a complete history of all the accidents which have occurred to their fellow employes.

In an effort to enlist the aid of the employer in looking toward a reduction of accidents, he is taught to realize that it is his own business that suffers the economic loss which accidents cause, and that he himself pays the cost of them out of his own pocket.

The foremen in charge of the various divisions of the plant are appealed to from the view point of guardians with respect to the men under them. Every effort is made to assist them in finding the best means of preventing accidents and of performing various operations.

The employes, none of whom of course, wilfully become the victims of industrial accidents, are shown how to be alert and careful at all times in the performance of their duties. They are made to realize that even though the law compels their employers to compensate them according to the degree of the accident suffered, they are nevertheless the losers by many thousands of dollars. They are made to understand that even though they receive a certain amount of compensation for the loss of a hand, arm, foot or eye, no matter how great the amount of money received, it can never replace these most vital parts of their human bodies.

The State Fund has learned from experience that this method of meeting employes together with their employers, foremen, and superintendents in this informal way has been responsible for some notable results in the reduction of accidents which the State Fund believes will be permanent.

EXITS AND PANIC BOLTS

By Charles J. Gotwalt, Chief,
Building Section, Bureau of Inspection,
Department of Labor and Industry

Much has been said concerning the safeguarding of the lives of people in factories, offices, theatres, and amusement halls; particularly where the number of persons assembled is large and the exit facilities are limited.

Reports of catastrophes clearly show that panic-stricken people are ungovernable. There is no question as to the fact that lives have been lost through fire when it was impossible to reach the exits, but cases are numerous in which lives have been lost that might have been saved had the people remained calm and collected at the first sign of danger.

In the fire which destroyed a motion-picture theatre in Boyertown, Pennsylvania, some years ago, the exit facilities were inadequate, and many lives were lost by the fire; but a great many persons lost their lives because they became panic stricken, and in their frenzy trampled each other to death. After that fire, laws were enacted in Pennsylvania to provide adequate exit facilities for public theatres and halls.

A few years later a motion-picture theatre in Canonsburg was the scene of a disaster in which lives were lost, not by fire, but as the result of a needless panic caused by the shouting of "fire" when there was no fire. A flash of light from the projection room was mistaken for a fire and caused the cry. Twenty-five lives were lost in the stampede that followed. This loss of life could have been avoided as the building was not affected by fire. In this particular case, at least two hundred lives were saved through the coolness of the theatre manager and his wife who calmed some of the people and lead them to safety by means of an outside fire escape.

There are numerous instances when the failure of a door to open instantly, caused the people to "lose their heads," and in their madness block the exit facilities.

All of these catastrophes forcibly emphasize the necessity of having adequate exits and aisles of sufficient width for persons to pass quickly out of the building, and of having all exits equipped with bar-type panic bolts which open instantaneously. These bolts are of such construction that a body pushed or thrown against a door will relieve all bolts or catches so that the door opens instantly.

Owners or managers of establishments where large numbers of persons congregate can use precautionary measures to minimize the danger from panic. This can be done through an inspection of the building by a competent engineer, who will judge the stair capacities and widths of exit doors for the number of persons in the building and calculate upon emptying the building in a certain number of minutes.

The next step is to make frequent tests of electric wiring, fire extinguishers, water pressure, fire escapes, panic bolts, and also of doors to see that they do not bind.

Another precaution might be to obtain the cooperation of reliable persons in the audience to aid in managing the crowd at an entertainment in case there is likelihood of excitement or panic.

The law in Pennsylvania prohibiting the erection of theatres and motion-picture theatres with auditorium floors above or below the ground level, and the installation of certain numbers of exits in proportion to the occupancy, will, no doubt, prevent loss of life in the modern buildings.

LACK OF SAFETY EQUIPMENT FOR FLY BALL GOVERNOR ON STATIONARY STEAM ENGINE CAUSES ONE FATAL AND TWO SERIOUS ACCIDENTS

By Albert Karhan, Supervising Inspector, Williamsport Division
Bureau of Inspection,
Department of Labor and Industry

The Stationary Steam Engine regulations, as promulgated by the Department of Labor and Industry, make it mandatory that engines of 300 horse power or more shall be equipped with an approved automatic independent speed limit device.

These regulations further require each engine to be provided with an effective governor which will at all times automatically control the speed of the engine, except where the load itself acts as an effective governor. All fly ball governors shall be equipped with an automatic stop to shut off the supply of steam in the event of the derangement of the governor.

About seven months ago, a flywheel explosion occurred in a certain establishment which caused one fatality and seriously injured two workmen. Upon investigation it developed that the engine in question was not equipped with the required safety devices as above mentioned. The trouble started with the governor pulley which, in some unaccountable manner, was torn off the shaft. This rendered the governor useless, causing the engine to run away and, finally, the flywheel to burst. The flying parts penetrated a solid brick wall into another department, separate and apart from where the engine was located. One of the pieces struck a workman killing him outright. Some of the fragments of this flywheel also struck two other workmen severely injuring them.

It was for the purpose of preventing such accidents that the regulations referred to were adopted by this Department and designers of engines have applied safety cams to valve gears, so that in the lowest position of the governor the valves cannot open. In this position of the governor, to which it comes every time it stops turning, unless prevented, the engine will not start. For this reason various devices such as pins and slotted collars are provided, to be inserted or put in position when the engine is about to be shut down, which will prevent the governor from falling far enough to make the safety cams operate.

In a good many installations a pin is used. This pin is attached to a small chain so as to prevent its loss. The pin is supposed to be in place only when the engine is about to be stopped, and to be removed every time the engine is started. This is a hazardous device because it depends on the human element, and is, therefore, dangerous if left in place after the engine is started. If so left in place the safety feature is entirely useless. The engine is practically certain to run away, with a probable serious flywheel explosion, if the governor fails to revolve for any reason, as in the instance previously cited.

All engines of the Corliss type should, therefore, be provided with an approved automatic device which would fall away of itself as soon as the governor begins to lift, but which can be set under the governor by the engineer when the engine is about to be stopped.

Serious consideration should be given by the management of industrial plants to the required safety devices for stationary steam engines, and state and casualty inspectors should see to it that all fly-ball governors are properly equipped with an approved automatic governor stop so as to prevent similar accidents in the future.

DEPARTMENTAL NOTES

Mr. David Williams, of Allentown, has been appointed Director of the Bureau of Industrial Relations of the Department of Labor and Industry. He has served the Department for the past year as a member of the Industrial Board.

As the Vice president of the International Association of Machinists, as editor of the Pennsylvania "Labor Herald," and as a worker in union labor circles, Mr. Williams has a knowledge of labor which will be of inestimable value in his work in the Department.

Mr. John A. Phillips, of Philadelphia, Vice President of the Federation of Labor, and Vice President of the Philadelphia Typographical Union, has been appointed a member of the Industrial Board to represent the wage earners of the State. He succeeds Mr. David Williams, resigned to become Director of the Bureau of Industrial Relations.

Mr. T. R. Snyder, of Philadelphia, who has been assistant to the organization engineer of Jones and Laughlin Steel Corporation, Pittsburgh, and prior to that instructor in industry at the Wharton School, University of Pennsylvania, has been appointed Chief of the Research Section of the Bureau of Industrial Standards.

A Women's and Children's Section has been established in the Bureau of Industrial Standards of the Department of Labor and Industry with Miss Charlotte E. Carr, of Villanova, as its director.

Miss Carr is a graduate of Vassar College, and has been acting head of the Bureau of Women of New York State Department of Labor.

The work of this newly organized section will be to make an investigation and study of the working conditions of women and children in the State of Pennsylvania, and to acquaint the public

with the provisions of the laws relating to labor of women and children, and also to cooperate with the factory inspectors in devising methods of securing enforcement of these laws.

Miss Beatrice McConnell, of Philadelphia, has been appointed as assistant to Miss Carr.

Miss McConnell is a graduate of the University of Wisconsin and of Simmons College. She has been research secretary of the Consumers' League of Eastern Pennsylvania.

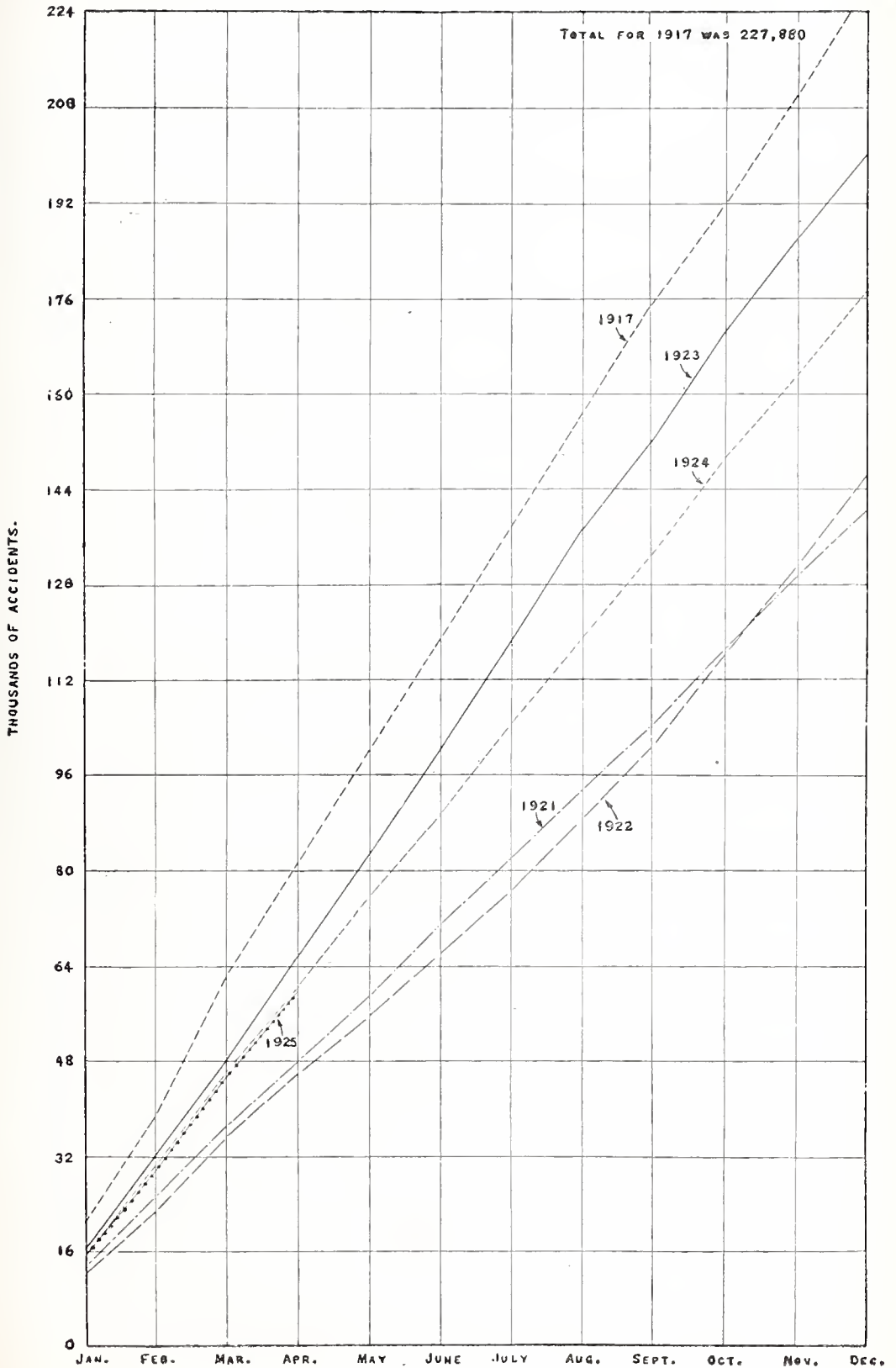
During the month of May, the entire field force of the Department was called to Harrisburg to attend the State-wide Safety Conference, and incidentally meetings of the Supervising Inspectors, the factory inspectors, the compensation referees, and the rehabilitation adjusters were held.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED.

MONTH	1921		1922		1923		1924		1925						
	FATAL	NON-FATAL	FATAL	NON-FATAL	FATAL	NON-FATAL	FATAL	NON-FATAL	FATAL	NON-FATAL					
January	190	13,776	13,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513	204	15,339	15,543
February	196	13,776	13,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513	204	15,339	15,543
March	155	11,105	11,260	171	10,580	10,751	221	15,276	15,497	181	14,812	14,993	173	14,208	14,381
April	351	24,881	25,232	323	22,531	22,854	444	31,986	32,430	414	30,092	30,506	377	29,517	29,924
May	172	11,563	11,735	172	12,582	12,754	222	15,633	15,875	212	15,989	16,201	162	15,517	15,679
June	523	36,444	36,967	495	35,113	35,608	666	47,639	48,305	626	46,081	46,707	539	45,064	45,603
July	133	10,757	10,890	104	10,185	10,289	196	16,689	16,885	151	13,931	14,082	183	14,251	14,434
August	656	47,201	47,857	599	45,298	45,897	862	64,328	65,190	777	60,012	60,789	722	59,315	60,037
September	166	10,877	11,043	116	9,572	9,688	226	17,384	17,610	157	13,940	14,097			
October	822	58,078	58,900	715	54,870	55,585	1,088	81,712	82,800	934	73,952	74,886			
November	148	11,487	11,635	140	10,532	10,672	188	17,433	17,621	175	14,324	14,499			
December	970	69,565	70,535	855	65,402	66,257	1,276	99,145	100,421	1,109	88,276	89,585			
Totals	160	11,196	11,356	124	10,263	10,387	221	17,749	17,970	185	14,917	15,102			
	1,130	80,761	81,891	979	75,665	76,644	1,497	116,894	118,391	1,294	103,193	104,487			
	145	11,454	11,599	117	11,871	11,988	216	18,452	18,668	187	14,661	14,848			
	1,275	92,215	93,490	1,096	87,536	88,632	1,713	135,346	137,059	1,481	117,854	119,335			
	164	11,241	11,405	138	12,307	12,445	173	15,504	15,677	167	14,230	14,397			
	1,439	103,456	104,895	1,234	99,843	101,077	1,886	150,850	152,736	1,648	132,084	133,732			
	186	12,300	12,486	201	14,912	15,113	207	17,380	17,587	180	15,839	16,019			
	1,625	115,756	117,381	1,435	114,755	116,190	2,093	168,230	170,323	1,828	147,923	149,751			
	154	11,665	11,819	260	14,824	15,084	163	15,532	15,695	194	13,389	13,583			
	1,779	127,421	129,200	1,635	129,579	131,274	2,256	183,762	186,018	2,022	161,312	163,334			
	145	10,852	10,997	195	14,786	14,981	156	14,261	14,417	187	14,018	14,205			
	4,924	138,273	140,197	4,890	144,365	146,255	5,412	198,023	200,435	5,209	175,330	177,539			

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

COMPARATIVE INDUSTRIAL ACCIDENT TRENDS THROUGH SUCCESSIVE MONTHS BY SEPARATE YEARS



COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg:Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund.

BRANCH OFFICES

Allentown:Cooperative State Employment Office,
Y. M. C. A. Building,
State Workmen's Insurance Fund,
304 Colonial Building,

Altoona:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Commerce Building,
State Workmen's Insurance Fund,
Central Trust Building.

Dubois:Bureau of Rehabilitation,
311 Deposit National Bank Building.

Erie:State Employment Office,
109 West Ninth Street.

Franklin:State Workmen's Insurance Fund,
316 Franklin Trust Building.

Greensburg:State Workmen's Insurance Fund,
309 Coulter Building.

Harrisburg:State Employment Office,
Second and Chestnut Sts.

Johnstown:State Employment Office,
219 Market Street,
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane:Bureau of Workmen's Compensation,
Kane Trust and Savings Building.

Lancaster:Cooperative State Employment Office,
Y. M. C. A. Building,
Bureau of Inspection,
Bureau of Workmen's Compensation,
Woolworth Building.

Meadville:Bureau of Inspection,
Masonic Building.

New Castle:Cooperative State Employment Office,
Y. M. C. A.
West Washington St.

- Oil City:Cooperative State Employment Office,
Y. M. C. A. Building.
- Philadelphia:State Employment Office,
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Board,
Manhattan Building,
Fourth and Walnut Streets.
Women's Section, State Employment Office
1504 Locust Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.
- Pittsburgh:Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Fulton Building.
State Employment Office (Main Office),
416 Third Avenue.
Women's Section, State Employment Office,
409 McCance Building,
305 Seventh Avenue.
Negro Section, State Employment Office,
518 Wylie Avenue.
State Workmen's Insurance Fund,
401 Park Building.
- Pottsville:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.
- Reading:State Employment Office,
108 North Fifth Street.
- Scranton:State Employment Office,
116 Adams Avenue,
Bureau of Inspection,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund,
Union National Bank Building.
- Sunbury:State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.
- Wilkes-Barre:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Coal Exchange Building.
- Williamsport:Bureau of Inspection,
707 First National Bank Bldg.
Bureau of Workmen's Compensation,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building,
343 West Fourth Street.



COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY

BUREAU OF STATISTICS

STATISTICAL REVIEW OF INDUSTRIAL CONDITIONS

EMPLOYMENT

During the month of May calls for male employees dropped 7 per cent as compared with the figures for April. Calls for female employees were 6 per cent lower in May than in April. Compared with the figures for May, 1924, calls for male employees are 8 per cent lower and for female employees 6 per cent lower than in May, 1925.

Fewer persons applied for positions during the month of May than in either April of this year, or in May of 1924. These decreases are 2 per cent and 9 per cent respectively.

Reports from 637 identical firms show that employment is still on the decline, although the drop for May is only .8 of 1 per cent. Total weekly wages were slightly higher in May than in April. This does not indicate that the hours were increased, but is probably due to the fact that the April figures were affected by the Easter holiday period. Some exceptions to this are in electrical machinery and apparatus, which reports a decrease in employment, but shows a considerable increase in total and average weekly wages; iron and steel forgings; shipbuilding; clothing; cigars and tobacco; and leather tanning. These industries report increases in time worked—some firms working almost to capacity.

BUILDING PERMITS

Reports from 20 of the larger cities in the Commonwealth show that the building record for the first 5 months of the year, 1925, is still well in advance of the 1924 record for the same period. During the month of May, 1925, the estimated cost of the buildings for which permits were granted is over \$5,300,000 greater than the cost of the permits granted in May, 1924. The accumulated-estimated cost for the first 5 months of this year exceeds that of the same period of last year by almost \$19,200,000.

The reports of the various cities show that the greater percentage of the estimated cost is due to residential buildings.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS.

During the month of May, 1925, the Bureau of Workmen's Compensation received reports of 171 fatal-industrial accidents of which 71 were reported by the coal mining industry, 32 by transportation companies and public utilities, and 68 by all other industries. During May, 1924, there were 157 fatal-accident reports received—62 from mines, 32 from transportation and public utilities, and 63 from all other industries.

Although the total number of accidents reported during the first 5 months of 1925 is only 160 less than the total number reported for the same period in 1924, it is to be noted that the number of fatal accidents is 46 less than in 1924, or almost 29 per cent of the total difference.

The following table will show briefly the comparison of 1925 and 1924 figures for the first 5 months of each year:

Mines Transportation and public utilities All other industries	FATAL			NON-FATAL		
	1925	1924	Per cent change	1925	1924	Per cent change
	387 110 261	393 163 378	—1.5 —14.1 —4.5	22,039 8,040 43,759	23,406 7,178 43,268	—6.2 +12.4 +1.0
Total	88	934	—4.9	73,838	73,052	—0.15

It is to be noted that compensable-permanent-disability cases have decreased considerably. This is especially true of eye losses. During the first 5 months of 1924, 310 eyes were lost while for the same period in 1925, 224 were lost.

Compensation to the amount of \$5,685,774 has been incurred from January 1, 1925, to June 1, 1925, as compared with \$5,899,694 for the first 5 months of 1924.



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
EMPLOYMENT STATISTICS

ACTIVITIES OF STATE EMPLOYMENT OFFICES
MAY, 1925.

MEN

WOMEN

	Persons ap- plying for positions		Persons ask- ed for by employers		Persons sent to positions		Persons ap- plying for positions		Persons ask- ed for by employers		Persons sent to positions		Persons receiving positions
	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	
Agriculture -----	161	231	162	199	114	159	159	48	48	3	3	2	1924
Building Trades -----	962	1,076	681	765	571	708	708	592	654	115	124	103	
Machinery & Metals -----	1,170	1,071	710	613	653	595	595	97	158	36	25	7	
Clerical -----	333	276	107	84	95	79	79	1,022	946	613	612	611	
Hotel & Inns -----	846	1,261	524	641	509	627	627	262	311	326	242	157	
Mine & Quarry -----	99	105	96	127	46	73	73	687	1,127	346	343	274	
Transportation -----	295	390	107	170	99	161	161	130	227	64	75	79	
Sales -----	134	122	108	92	67	66	66	183	246	14	38	25	
Common Labor -----	3,284	3,896	2,359	2,736	2,312	2,614	2,614	154	175	23	27	21	
Miscellaneous -----	846	730	661	584	641	565	565	208	78	46	39	34	
Total -----	8,170	9,218	5,515	6,011	5,107	5,677	5,677	3,293	4,020	1,680	1,463	1,337	1,273
Retentions -----					30	23	23					0	1
Apr. (1 wks) -----	8,318		5,933		5,614			3,431		1,796		1,413	
Mar. (5 wks) -----	9,740		6,208		5,883			4,168		1,900		1,464	
Feb. (4 wks) -----	6,654		3,578		3,284			3,132		1,516		1,103	
May '23 (4 wks) -----	17,729		20,531			14,269			2,876		2,622	2,344	
May '22 (4 wks) -----	19,279		8,964			7,527			4,069		1,855	1,634	

EMPLOYMENT AND WAGES IN PENNSYLVANIA

GROUP AND INDUSTRY	Number of Plants Reporting	Number of wage earners— week ended		Total weekly wages— week ended		Average weekly earnings— week ended	
		May 15, 1925	Apr. 15, 1925	May 15, 1925	Apr. 15, 1925	May 15, 1925	Apr. 15, 1925
ALL INDUSTRIES (39)	637	246,230	248,163	\$6,327,165	\$6,376,300	\$25.98	\$25.69
METAL MANUFACTURES:							
Automobiles, bodies, and parts	243	135,568	137,677	3,733,567	3,772,255	27.34	27.40
Car construction and repair	17	7,018	6,995	269,531	197,122	28.54	28.54
Electrical machinery and apparatus	13	13,245	13,219	384,302	397,004	29.01	30.03
Engines, machines, and machine tools	18	5,617	5,776	132,953	120,633	23.67	20.89
Foundries and machine shops	21	7,652	6,987	205,140	200,525	29.09	28.70
Heating appliances and apparatus	53	9,075	9,029	249,774	259,239	27.52	28.71
Iron and steel blast furnaces	15	3,638	3,673	104,048	102,599	28.60	27.93
Iron and steel forgings	13	14,691	15,249	416,101	426,902	28.32	28.00
Steel works and rolling mills	12	4,275	4,453	101,791	96,071	23.81	21.55
Structural iron works	41	45,071	44,878	1,154,430	1,253,793	26.80	27.34
Miscellaneous iron and steel products	9	2,665	2,615	71,431	71,102	26.80	27.19
Shipbuilding	28	21,642	21,849	604,740	576,311	27.94	26.38
	3	3,576	3,636	99,506	88,754	27.77	23.23
TEXTILE PRODUCTS:							
Carpets and rugs	149	47,482	46,935	1,064,012	1,021,685	22.41	21.76
Clothing	12	2,537	3,600	91,049	88,301	25.60	24.58
Hats, felt and other	16	2,598	2,729	48,047	45,873	18.49	16.81
Cotton goods	5	4,233	4,296	99,630	98,652	23.21	22.96
Silk goods	14	3,430	3,415	89,605	92,409	26.12	27.06
Woolens and worsteds	39	15,992	15,354	337,624	314,871	21.11	20.51
Knit goods and hosiery	16	5,766	5,995	121,782	118,622	21.11	20.00
Dyeing and finishing textiles	38	10,558	10,346	244,653	231,927	23.17	23.92
	9	1,285	1,310	31,622	30,830	24.61	23.53
FOODS AND TOBACCO:							
Bakeries	63	15,783	15,523	328,361	323,127	21.44	20.84
Confectionery and ice cream	19	2,516	2,416	108,338	104,955	20.55	20.72
Slaughtering and meat packing	17	5,022	4,983	104,790	101,416	20.87	20.35
Cigars and tobacco	10	1,798	1,820	50,000	47,150	27.81	26.07
	17	5,417	5,301	75,233	69,606	13.89	13.12
BUILDING MATERIALS:							
Brick, tile, and terra cotta products	55	18,704	18,941	520,653	529,695	28.37	27.97
Cement	13	2,316	2,177	35,372	38,087	23.91	23.45
Glass	11	7,338	7,297	215,672	208,321	29.19	28.55
Pottery	24	8,275	8,449	258,930	244,929	28.57	28.00
	4	735	715	20,650	18,358	28.54	25.37
CHEMICALS AND ALLIED PRODUCTS:							
Chemicals and drugs	27	7,398	7,340	212,069	211,405	28.78	28.83
Paints and varnishes	16	931	909	26,881	26,910	28.27	26.94
Petroleum refining	6	614	605	18,092	17,144	29.32	28.34
	5	5,893	5,736	167,186	167,551	28.81	29.21
MISCELLANEOUS INDUSTRIES:							
Lumber and planing mill products	100	21,325	21,727	518,443	517,693	24.31	23.83
Furniture	8	2,524	2,429	48,420	50,387	19.18	20.74
Leather tanning	16	2,021	2,083	43,602	43,602	22.50	22.93
Leather products	18	5,182	5,337	129,187	130,069	24.93	24.76
Books and shoes	4	2,200	2,027	4,769	4,775	23.55	23.61
Paper and pulp products	21	3,991	4,247	71,358	75,788	17.88	17.85
Printing and publishing	12	3,420	3,383	94,710	94,735	27.11	28.00
Rubber tires and goods	18	2,881	2,940	94,789	97,789	32.71	33.26
	3	1,106	1,106	32,342	30,318	29.24	27.59



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

BUILDING PERMITS ISSUED IN CITIES IN PENNSYLVANIA
DURING THE MONTH OF MAY

Cities	1925			1924			January to May, Inclusive, 1925			January to May Inclusive, 1924		
	Per- mits	Opera- tions	Estimated cost	Per- mits	Opera- tions	Estimated cost	Per- mits	Estimated cost	Per- mits	Estimated cost	Per- mits	Estimated cost
Allentown	127	171	\$453,300	114	168	\$501,975	340	\$3,082,840	488	\$2,503,300		
Altoona	223	226	350,049	275	287	380,556	807	1,367,562	808	1,657,721		
Bellevue	56	56	181,350	11	* 71	27,581	208	836,325	223	681,970		
Bradford	47	47	88,430	43	* 43	37,319	177	383,230	120	419,298		
Easton	49	49	110,080	68	68	662,145	154	1,384,346	194	1,116,350		
Erle	160	199	651,443	261	*261	611,594	1,007	2,451,967	890	2,329,547		
Harrisburg	92	121	382,535	80	100	297,425	379	1,667,580	496	3,665,665		
Lancaster	102	102	557,075	123	135	176,350	384	1,886,836	487	2,580,305		
McKeesport	82	82	207,065	86	89	149,065	398	1,188,545	487	2,580,305		
Meadville	25	* 25	72,650				80	327,875	316	1,320,553		
New Castle	128	* 128	170,535				576	1,379,916				
Philadelphia	1,369	2,423	14,424,300	1,735	2,731	10,940,375	6,119	74,858,065	6,166	61,459,605		
Pittsburgh	1,037	*1,037	4,600,713	945	*945	3,325,016	3,673	19,620,311	3,265	14,701,494		
Reading	288	317	446,869	355	358	883,677	1,128	2,849,444	1,279	2,949,327		
Scranton	192	172	656,985	231	*231	702,090	797	3,654,560	775	2,180,725		
Uniontown	13	13	50,650	29	29	89,880	104	1,006,041	154	937,380		
Warren	18	18	45,735	18	18	43,550	83	335,176	56	302,680		
Wilkes-Barre	156	135	278,346	202	*202	590,058	645	2,669,134	634	1,766,592		
Williamsport	68	68	154,072	140	*140	205,932	440	988,916	454	550,427		
York	161	161	793,973	254	254	574,607	594	1,630,694	892	1,618,879		
TOTAL	4,298	5,461	\$24,974,110	5,630	6,130	\$19,629,195	17,517	\$121,241,566	18,306	\$102,149,358		

*Operations not given.
Not included in totals for comparative purposes.

NEW BUILDINGS, ALTERATIONS, AND REPAIRS IN CITIES IN PENNSYLVANIA
FOR THE MONTH OF MAY

Cities	1925			1924			Alterations, Repairs, Etc.			New Buildings			Alterations, Repairs, Etc.		
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits
Allentown	76	124	\$871,650	50	50	\$71,350	79	\$463,475	35	133	\$463,475	35	35	\$38,500	
Altoona	111	114	268,284	112	112	150,765	104	318,412	171	116	318,412	171	171	71,144	
Bradford	34	34	85,040	13	13	4,490	43	37,913		* 43	37,913				
Easton	22	22	64,525	27	27	45,555									
Erle	127	127	512,492	72	72	137,011	261	611,594		*261	611,594				
Harrisburg	63	89	350,435	29	32	52,100	67	285,650		85	285,650		15	11,775	
Lancaster	61	61	538,000	41	41	19,075	55	103,845		67	103,845		68	72,505	
McKeesport	45	45	193,585	37	37	13,480	51	115,335		54	115,335		35	30,730	
Meadville	9	* 9	35,410	16	* 16	16,640									
New Castle	82	82	146,250	46	46	24,285									
Philadelphia	812	1,843	13,225,845	537	530	1,298,455	941	10,238,070	794	1,917	10,238,070	794	814	702,305	
Pittsburgh	693	*693	4,270,692	274	*274	850,081	636	2,637,294	900	*636	2,637,294	900	*269	887,722	
Reading	86	115	352,499	262	262	141,500	103	288,527	252	106	288,527	252	252	95,150	
Uniontown	13	13	50,650	6	6	5,035	10	89,880		20	89,880		8		
Warren	12	12	40,700	88	88	5,035	29	36,050		10	36,050		120	6,000	
Wilkes-Barre	68	68	213,672	44	44	61,674	72	282,920		72	282,920		86	117,138	
Williamsport	24	24	91,525	14	14	61,547	54	170,803		54	170,803		97	35,129	
York	64	64	737,650	97	97	56,323	93	228,397		93	228,397		161	46,300	

*Operations not given.
**No permits required for alterations or repairs unless outside walls or roofs are changed.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED.

AGREEMENTS APPROVED.

1925		Permanent disability	Temporary disability	Total	1925	Fatal	Permanent disability	Temporary disability	Total
January	February								
152	127	132	15,187	15,543	January	283	267	6,599	7,149
127	14,081	132	14,081	15,543	February	157	250	5,833	6,240
132	15,385	132	15,385	15,679	March	138	264	7,014	7,416
126	14,126	126	14,126	14,434	April	195	320	6,287	6,802
June					May				
June					June				
Total	722	537	58,778	60,037	Total	773	1,101	25,733	27,607
1924									
July	185	139	14,778	15,102	July	135	231	5,389	5,755
August	187	112	14,549	14,848	August	118	243	5,498	5,859
September	136	136	14,094	14,397	September	207	215	6,435	5,857
October	180	118	15,721	16,019	October	140	291	5,980	6,431
November	194	106	13,283	13,583	November	169	229	6,546	6,894
December	187	132	13,886	14,205	December	155	255	6,039	6,479
*Grand Total	23,399	6,567	1,690,960	1,730,326	*Grand Total	15,737	14,052	606,820	640,209

COMPENSATION AWARDED AND PAID.

1925		Fatal	Comp. Awarded	Total Comp. Paid	Disability Comp. Paid	Total Comp. Paid
January	February					
641,085	437,402	\$	\$ 641,085	\$ 331,574	\$ 680,555	\$1,012,129
440,868	544,427	437,402	437,402	243,520	551,749	755,269
544,427		544,427	544,427	243,520	670,200	913,856
June				303,905	521,024	824,929
June						
Total		\$2,063,842		\$1,122,655	\$2,423,528	\$3,546,183
1924						
July		\$ 466,672		\$ 288,725	\$ 496,713	\$ 785,438
August		427,771		254,811	536,265	781,076
September		577,346		297,789	506,767	804,556
October		400,194		322,568	525,484	848,052
November		350,987		286,052	533,521	819,573
December		415,996		263,122	606,408	869,530
*Grand Total		\$51,041,505		\$19,459,732	\$44,100,617	\$63,600,349

*** PERMANENT INJURIES

1925		Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
9	\$16,873	6	\$14,900	18	\$36,217	11	\$19,282	52	\$78,205		
7	16,624	4	10,234	14	25,821	14	24,480	39	57,197		
10	23,337	5	11,172	13	26,601	13	23,389	36	53,551		
15	35,000	9	22,551	21	42,900	9	15,450	54	80,393		
June											
Total		41	\$92,514	66	\$131,549	47	\$82,631	181	\$299,386		
1924											
July		3	\$ 7,710	17	\$ 34,632	11	\$19,152	42	\$ 64,426		
August	\$17,548	6	14,001	21	42,734	8	14,088	49	71,729		
September	17,443	4	9,870	11	21,473	10	17,730	42	65,969		
October	25,640	4	10,080	11	23,100	12	20,457	47	72,000		
November	26,639	6	15,480	17	32,187	11	20,900	61	92,031		
December	17,750	11	27,500	25	51,193	13	24,400	59	90,580		
	23,344										
*Grand Total		1,016	\$1,963,695	699	\$1,499,481	2,285	\$4,033,067	1,249	\$1,988,093	5,528	\$7,480,017

PERMANENT INJURIES—(Continued)

1925		Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Paid
105	\$33,541	99	\$18,266	4	\$19,332		\$236,616		\$278,870
116	37,485	92	17,451	8	40,426		209,738		233,682
132	43,841	100	18,782	8	21,134		221,867		230,480
150	48,994	116	21,274	4	3,620		270,875		144,925
June									
Total									
503	\$103,861	407	\$75,773	24	\$64,512		\$609,006		\$937,957
1924									
July		95	\$ 35,154	2	\$ 4,118		\$200,476		\$198,853
August		92	31,489	8	13,356		220,781		216,820
September		84	40,085	3	9,460		203,462		215,226
October		114	40,085	72	13,215		241,003		203,957
November		116	41,254	5	22,025		235,259		178,693
December		109	36,180	2	5,500		283,109		270,888
*Grand Total		104	38,231	3	9,922		\$19,323,338		\$14,024,791
2,754	\$938,553	2,275	\$426,795	290	\$903,067				

*Since the inception of the Act—January 1, 1916.

**Multiple losses separated respectively.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

* Days Lost from Accidents Reported to the Bureau of Workmen's Compensation January to May Inclusive 1925

CAUSE	Building and Contracting	Chemicals and Allied Products	Clay, Glass and Stone Products	Clothing Manufacture	Food and Kindred Products	Leather, Rubber and Compositior Goods	Liquors and Beverages	Lumber and its Re-manufacture	Paper and Printing Industries	Textiles	Laundries	Metals and Metal Products	COAL MINES		Transportation and Public Utilities	Quarries and Mines Other Than Coal	Tobacco and its Products	Miscellaneous Industries	Hotels and Restaurants	Mercantile Establishments	Jobbers and Warehouse	Municipalities	Total
													Anthracite	Bituminous									
Machinery, -----	24,800	1,244	25,059	6,706	21,051	13,831	120	46,069	11,428	27,005	463	103,666	9,652	39,857	1,982	18,294	975	5,483	1,373	8,537	873	15,017	491,613
Boilers, -----	28	83	4	15	21	-----	-----	21	82	-----	12	121	6,033	10	187	17	12	21	28	-----	-----	22	6,717
Pumps, Compressors & Prime Movers, -----	8,927	10,124	375	-----	6,192	27	45	843	33	17	-----	7,814	6,591	1,708	6,394	108	-----	52	14	6,028	8	16	55,316
Transmission, -----	6,455	12,202	6,237	78	6,065	6,320	-----	102	6,107	141	-----	24,791	9,362	313	823	13,331	-----	71	-----	44	-----	22	92,464
Elevators, -----	7,093	160	351	121	6,453	39	-----	6,120	161	12,309	-----	24,975	6,493	24,127	6,523	6,062	6,090	6,486	6,157	543	219	69	120,551
Cranes & Derricks, -----	30,318	416	6,419	36	6,445	91	-----	100	110	82	-----	170,137	6,544	7,389	18,150	6,302	-----	87	3	137	152	121	253,079
Cars & Engines, -----	68,104	18,327	22,214	5	6,408	74	42	531	227	24	-----	157,288	288,879	292,786	532,055	27,708	17	6,359	-----	644	200	569	1,422,461
Motor Vehicles, -----	32,494	24,352	376	211	7,178	52	23	210	184	350	52	29,416	6,249	303	145,824	192	15	6,876	157	13,821	1,025	45,931	315,291
Horse Vehicles, -----	718	274	375	-----	217	10	-----	13,163	28	52	12	182	332	232	31,280	190	-----	668	13	463	68	12,316	60,632
Hand Trucks, -----	1,613	443	2,557	96	6,667	365	15	630	6,701	534	68	19,218	193	292	3,947	229	35	269	52	437	411	83	44,920
Water Craft, -----	12,267	30	-----	-----	-----	-----	-----	-----	-----	-----	-----	6,046	5	24	80	11	-----	-----	-----	-----	-----	-----	18,463
Handling Objects, -----	39,122	5,436	20,085	7,682	10,420	1,918	303	7,153	2,370	2,875	198	125,763	35,607	22,304	26,582	2,282	234	10,147	7,705	6,305	8,270	4,786	338,547
Hand Tools, -----	33,779	1,489	2,199	728	1,861	519	48	9,737	675	1,052	66	31,713	17,003	25,041	22,795	7,336	71	2,617	799	3,377	366	2,603	167,874
Electricity, -----	12,318	12,016	6,123	18	36	73	-----	21	54	66	-----	37,084	24,532	6,713	78,783	65	-----	47	14	50	6	12,031	190,030
Explosives & Explosions, -----	8,319	24,381	6,126	12	165	38	37	22	34	53	-----	31,009	303,790	54,820	223	12,221	-----	6,315	197	98	51	12,213	460,034
Hot & Corrosive Substances, -----	20,432	7,116	13,194	141	1,185	477	41	193	589	841	33	83,916	19,423	7,057	9,828	6,169	14	876	7,068	668	148	24,620	204,044
Falling Objects, -----	95,139	6,763	14,691	271	7,048	367	10	8,104	799	555	-----	95,177	13,956	7,356	9,250	10,043	14	1,207	121	1,309	353	19,018	291,551
Falling Objects (Mines & Quarries), -----	120	731	6,507	-----	-----	-----	-----	-----	-----	-----	-----	14	787,479	589,672	-----	18,999	-----	-----	-----	-----	-----	21	1,403,543
Fall of Persons, -----	153,021	8,276	21,659	7,182	3,609	6,835	6,264	2,678	1,653	8,661	6,206	134,129	60,059	30,391	91,691	6,925	273	18,420	8,044	30,840	7,488	23,808	643,095
Stepping upon or Striking Against Objects, -----	6,370	584	3,172	708	1,868	445	11	6,705	634	1,133	160	21,293	19,790	4,096	3,464	244	163	1,245	574	8,154	414	904	82,134
Miscellaneous Causes, -----	32,363	695	19,500	147	681	117	29	486	6,214	6,311	21	53,959	29,652	9,330	27,449	300	-----	14,393	121	956	196	44,146	246,916
Total, -----	524,900	135,032	177,223	24,217	91,110	31,598	6,991	103,458	38,033	62,964	7,301	1,264,791	1,651,624	1,123,821	1,017,319	137,028	7,913	81,642	32,350	82,711	20,248	223,921	6,909,275

*Weighted according to the scale of time losses for weighing industrial accident disabilities recommended by the International Association of Industrial Accident Boards and Commissions.



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

Accidents Reported to the Bureau of Workmen's Compensation January to May Inclusive 1925

CAUSE	Building and Contracting.		Chemicals and Allied Products.		Clay, Glass and Stone Products.		Clothing Manufacture.		Food and Kindred Products.		Leather, Rubber and Composition Goods.		Liquors and Beverages.		Lumber and its Manufacture.		Paper and Printing Industries.		Textiles.		Laundries.		Metals and Metal Products.		COAL MINES.				Transportation and Public Utilities.		Quarries and Mines Other Than Coal.		Tobacco and its Products.		Miscellaneous Industries.		Hotels and Restaurants.		Mercantile Establishments.		Jobbers and Warehouses.		Municipalities.		Total.		
	* F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.					
Machinery, -----	2	253		52	1	209		200	1	181	1	168		8	1	486		369	3	468		35	13	3,393	1	214	5	366		42	2	42		50		162		37		119		23	2	49	32	6,920	
Boilers, -----		2		3		1		1		1						1		3				1		12	1	4		1		10		1		1		1					2	1	46				
Pumps, Compressors & Prime Movers, -----	1	32	1	24		8			1	9		2		1		8		2		2			1	38	1	14		26	1	11		4				7		1	1	1		2	7	193			
Transmission, -----	1	6	2	14	1	14		5	1	6	1	3				6	1	10		7			3	44	1	23		19		5	2	8				3			4			2	13	178			
Elevators, -----	1	44		11		11		6	1	20		4			1	9		13	2	17			4	53	1	14	4	8	1	13	1	2	1	1	1	22	1	11		36		11		4	19	319	
Cranes & Derricks, -----	4	306		23	1	32		2	1	23		4				8		8		7			23	946	1	38	1	18	2	72	1	24				3		1		9		9		5	34	1,538	
Cars & Engines, -----	11	134	3	28	3	221		1	1	21		3		1		36		19		2			18	1,448	38	2,733	37	2,817	78	1,731	4	85		2	1	16				47		15		23	194	9,383	
Motor Vehicles, -----	5	143	4	22		24		11	1	44		3		2		19		14		17		3	3	391	1	15		14	18	1,942		13		1	1	43		4	2	91		49	7	221	42	3,090	
Horse Vehicles, -----		44		15		16				13		1			2	54		1		2		1		10		19		18	4	462		6			28		2		23		4	1	93	7	812		
Hand Trucks, -----		119		40		183		6	1	63		27		1		43	1	61		40		6	1	833		14		16		240		16		2		23		6		38		30		7	3	1,814	
Water Craft, -----	2	16		3																		1	4		1		3		7		2											3	36				
Handling Objects, -----	1	1,417		292	2	778	1	108	1	306		136		23		309		211		234		17	8	5,112	2	1,820	1	1,110	2	1,101		165		21	1	251	1	124			432	1	180		195	21	14,492
Hand Tools, -----	3	62		103		182		37		153		48		5	1	240		59		71		3		1,996		1,249		1,245	2	446	1	111		6		93		61		196		31		73	7	7,070	
Electricity, -----	2	18		2	1	9		1		4		6				2		4		6			6	85	4	55	1	67	13	62		4				3		2		4		1	2	3	29	338	
Explosives & Explosions, -----		41	6	20	1	11		1		5		2		3		2		2		4			5	79	48	314	7	98		18	2	13			1	22		9		9		2	2	12	72	607	
Hot & Corrosive Substances, -----	3	166	1	99	2	119		10		86		39		3		19		47		72		6	11	1,377	3	125	1	87	1	189	1	18		1		60	1	86		49		12	4	43	28	2,743	
Falling Objects, -----	14	715	1	58	2	210		20	1	76		25		1	1	120		54		46			11	1,519	2	161	1	75	1	223	1	71		2		67		11		97		22	3	56	38	3,629	
Falling Objects (Mines & Quarries), -----		7		41	1	35																	2	122	2,885	84	3,040				3	71										4	210	6,085			
Fall of Persons, -----	21	1,211	1	137	3	286	1	80		236	1	69	1	16		169		143	1	187	1	13	18	1,708	8	947	4	421	13	884	1	64		13	2	358	1	127	4	431	1	86	4	244	86	7,820	
Stepping upon or Striking Against Objects, -----		579		61		181		62		124		40		2	1	63		62		96		10	2	888	2	822		322		300		22		11		103		41	1	182		33		72	6	4,084	
Miscellaneous Causes, -----	5	193		44	3	121		10		46		13		3		36	1	18	1	23		1	8	625	4	529	1	263	4	291		26		2		100		10		74		15	7	128	36	2,679	
Total, -----	76	6,138	19	1,092	21	2,654	2	621	10	1,185	3	593	1	69	7	1,716	3	1,940	7	1,301	1	96	136	20,573	240	11,996	147	10,034	140	8,049	19	768	1	111	9	1,365	4	534	8	1,842	2	523	32	1,238	888	73,839	

F.=FATAL, N. F.=NON-FATAL.

COMMONWEALTH OF PENNSYLVANIA
Department of Labor and Industry
RICHARD H. LANSBURGH, Secretary

JULY

LABOR AND INDUSTRY

Vol. XII



No. 7

Featuring Safety Work
in the
Lehigh Valley

Harrisburg, Penna.

1925

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

RICHARD H. LANSBURGH, Secretary

JULY

LABOR AND INDUSTRY

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No. 7

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ACCIDENT PREVENTION PROGRESS IN THE STEEL INDUSTRY.

Safety Work Reduces by One-half the Number
of Industrial Accidents in the Bethlehem
Steel Corporation's Plants.

By J. E. Culliney, Safety Engineer,
Bethlehem Steel Company.

The possible notion that modern industry places mechanism in the ascendancy over life fades with a realization of the extent to which accident-prevention work has been conducted by industrial employers in recent years. Everywhere in the country today employers of labor are giving serious attention to the problem of accident prevention through the installation of safety devices and through educational work.

The modern employer takes an active and sincere interest in the welfare of his workers from a dollar and cents point of view, if from no other. If through carelessness, either of the employer or of the men themselves, workers become disabled and are removed from the field of productive enterprise, it means a loss to the man, the company, and the community. The injured worker must suffer pain and possibly face permanent disability, while, during the period of his incapacitation, the loss of his usual pay envelope works a hardship not only upon him but upon his dependents. To the employer, accidents mean the loss of the services of experienced men and a consequent increase in production cost. In addition, care of the maimed and disabled places a burden upon the community.

EDUCATING MEN TO PROTECT THEMSELVES

It is possible for the employer to accomplish much through providing protective equipment for dangerous machinery and through other safety devices, but industrial accidents can never be reduced to their lowest possible minimum unless the worker is educated to help himself. Carefulness, a knowledge of how and why accidents are likely to occur, and the ability to administer first aid in an emergency, are the educational objectives of employers; and the gratifying results which this prevention program has shown each year so far justifies the methods which have been used to cope with the accident problem.

For example, the Bethlehem Steel Corporation, one of the large employers of labor in the State of Pennsylvania, with from 60,000 to 70,000 operatives on its payroll, in steel mills, shipyards, and mines, has been able to greatly reduce the number of accidents through a well-organized educational program.

The problem of educating the workers in accident prevention has been handled in several ways. Accident prevention campaigns are conducted, instruction in first aid is given, and live safety committees are functioning in each plant. These latter are made up of workers in the plants, who are selected because of their interest in, and knowledge of safety work. In addition to performing their regular tasks, these men are safety inspectors who spread the gospel of accident prevention in their departments.

EFFECTIVE WORK AT LACKAWANNA PLANT

When the steel plant at Lackawanna was taken over by Bethlehem a couple of years ago, the manager appointed a safety committee of thirty employes to assist him and his staff in preventing accidents. In eighteen months the number of "lost time" accidents had been reduced 20 per cent. In the Bethlehem plants as a whole the time lost on account of accidents has been reduced 40 per cent in the last eight years. During the same period the number of fatal accidents has decreased 25 per cent.

In the steel industry—and that includes shipyards and mines, as well as mills—more accidents occur in handling material than in any other way. More than half of the accidents in Bethlehem's plants consist of injury to the worker's hands or feet.

HOW POSTERS ARE USED

It was a Bethlehem employe who suggested a safety-educational scheme which the corporation has found effective in practical use. When a serious accident occurs a photographer goes to the scene and, while the accident is reenacted for him, makes a picture record of it to show what the man had been doing beforehand and how he came to be hurt. These photographs posted on the bulletin boards in all Bethlehem Plants, with the text explaining the accident and how it might have been avoided, constitute a vivid object lesson to the worker.

Besides the photographs there are also posted on the bulletin boards in Bethlehem plants large colored lithographs relating to accidents and their prevention. The object of these posters is to make Bethlehem workers thoughtful instead of thoughtless about industrial safety. (See Fig. 1.)

COMPENSATION AND WAGES FROM SAME POCKETBOOK

The corporation tries by every means to impress upon its working personnel the disadvantages, aside from physical discomfort, that accidents involve. There is the loss of time and wages with

BETHLEHEM STEEL CO.

EMPLOYMENT & WELFARE

REMEMBER

The New Man Coming
Into the Plants Is Not
Familiar With all the
Danger Around Him

HELP TEACH HIM

Fig. 1 Typical safety bulletin originated by local safety department.

attendant inconvenience to their families, to say nothing of the fact that the compensation paid must come from the same pocketbook that pays wages—that is, from the income on sale of the corporation's products. It is pointed out to workers that there is no productive benefit to anybody from this accident compensation when paid out—neither to the injured man himself nor to Bethlehem nor to the community.

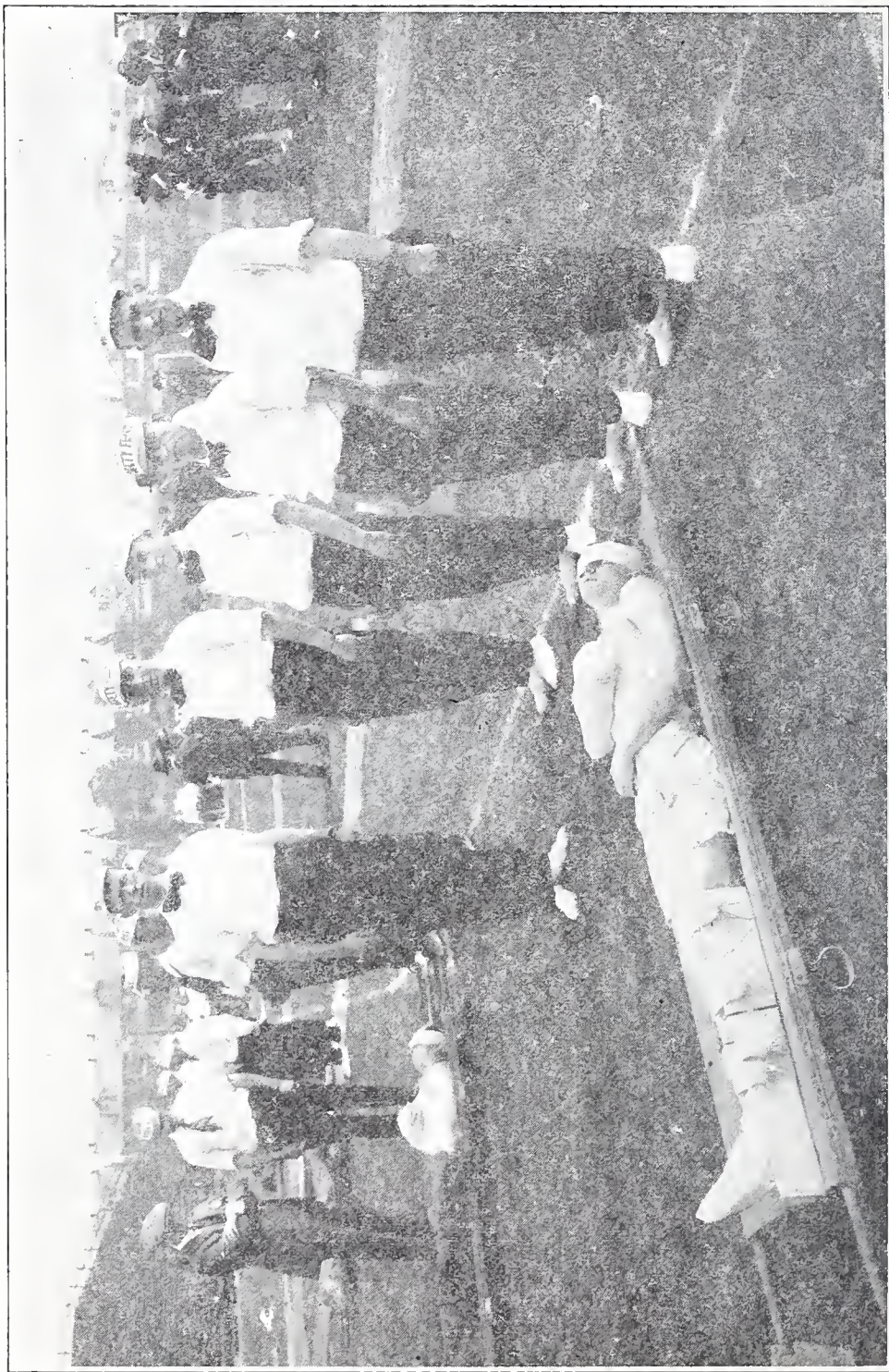


Fig. 2 One of the company's first-aid teams in action.

Perhaps the most interesting phase of the safety work carried on all the time by Bethlehem is the first-aid education of children. The corporation feels that while grown-up persons in its employ can be taught how to prevent and to avoid accidents and what to do in an emergency, nevertheless, the real way to handle the problem is to provide for the future by working with the young people—the possible future employes—so that when in years to come another generation takes the place of present employes they will have the safety idea already deeply ingrained in their minds and will instinctively conduct themselves in a way to prevent accidents as far as humanly possible. It will then be a matter simply of reminding them to be careful rather than of educating them to appreciate why this is necessary.

In many of the mining towns where Bethlehem has interests, the corporation gives first-aid schooling to all the boys and girls in the community. Many of them are the children of Bethlehem employes, some are children of non-employes in the town. It is a wise investment to teach them safety and first aid now, while their minds are more impressionable than they will be in later years.

Of course, similar instruction is given to actual employes, and every mill, shipyard, and mine has its first-aid crews and its rescue crews who are especially trained. (See Fig. 2.)

TESTS OF FIRST-AID SKILL

An event which is unusual in industry is the First-Aid Meet which Bethlehem holds annually. Each summer this interesting program is staged in a different city. This year it was held at Harrisburg on June 27. As the name of the event implies, it is patterned after an athletic meet. About thirty teams participate, representing the picked teams from each plant. There are first-aid problems to be solved, and prizes are awarded for their correct solution. The Meet which is held upon an athletic field, with the teams arranged in a circle to facilitate the work of the judges, takes the place of graduation exercises for the first-aid classes of the year. Among the participants are teams of boys and girls who have been schooled in accident prevention and first-aid work. These children show a lively interest in the work and their practical skill compares favorably with that of the older contestants. (See Fig. 3.)

It is apparent that in a few years more, Bethlehem will have an amazing number of employes thoroughly schooled in first aid, accident prevention, and safety work. Already more than 5,000 men working in the plants of the corporation have been given intensive training in this work, and every year an additional thousand men are selected from all quarters of the organization to receive this instruction. These first-aid workers are instructed under the supervision of medical men of whom there are efficient staffs at the numerous first-aid stations and industrial hospitals of the Bethlehem Company's Plants.

The physicians in regular attendance at the plants are carefully selected, not only for their technical skill but also for their personality. Humane and sympathetic treatment of the employes is a requisite which the company expects of its doctors, as well as medical experience.



Fig. 3—First-aid trophy competed for annually.

ACCIDENTS CUT FIFTY PER CENT IN EIGHT YEARS

Eight years of this safety work have born fruits for Bethlehem that give the corporation high hopes of what it may expect to accomplish in the future. The number of accidents today is only about half what it was when the work started eight years ago. Certain types of severe injury that once were common—for example, accidents to the eyes of the workmen—are now practically unknown. Of accidents that still occur, the largest number are the result of handling material or tools, and of tripping or falling. Such casualties are now most often due to someone's thoughtlessness, and it is believed that the continuance of the present educational program will mean the reduction of accidents in the Bethlehem plants to a point where iron and steel work will be as safe as work in less hazardous occupations.

SAFETY WORK AT THE INTERNATIONAL MOTOR COMPANY PLANT, ALLENTOWN, PENNSYLVANIA.

By L. H. Cutten, Plant Engineer.

The corner stone of an industrial plant is production. It is upon this foundation that manufacturing is built. In any industry that has developed from a small beginning, there has been a gradual transition from the simple little factory, the whole function of which was to make something, to the complex heterogeneous plant with its multiplicity of departments, each with its specialized activity and restricted contact. Non-productive departments develop and increase in importance, and safety work, which at first is looked upon as a frill by production men, becomes a necessary adjunct to economic production and requires its own specialized organization.

The Mack Plant at Allentown, Pennsylvania, one of three factories of the International Motor Company, makers of the Mack motor truck, takes safety work seriously. This plant covers over twenty-four acres of floor space. The buildings, with slight exceptions, are of one story and for the most part are of saw-tooth construction with light from the north. The glass areas in all recent buildings are over two-fifths the floor areas. This, with white interiors, gives the worker natural illumination of high intensity but without glare or shadows. Careful attention has been given to both heating and ventilation.

A large self contained automotive industry producing complete vehicles is unusual in this part of the country. The diversity of the work gives many different safety problems in the various departments. The machine shop has its troubles, the plate and sheet metal departments have their pet injuries, and so on through the heat treating, blacksmithing, wood and cabinet work, bench assembly, medium-heavy assembly, chassis testing, painting, stores, maintenance and construction. (See Fig. 4.)

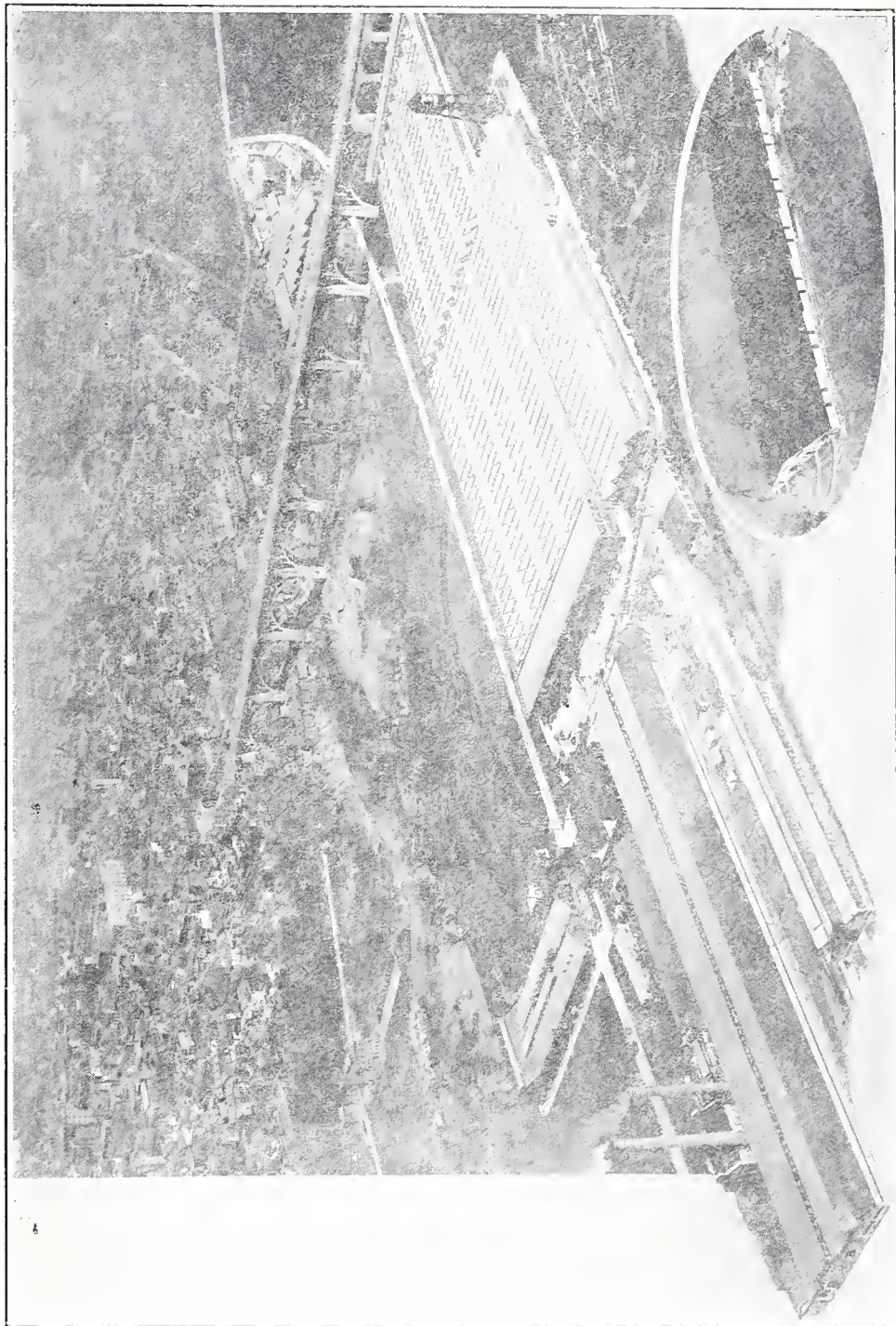


Fig. 4—Airplane view of plant.

The plant is equipped with two dispensaries which are served by three nurses, a physical examiner, and visiting physician. All injuries, no matter how trivial, must be reported to the dispensary for treatment and a complete record is kept of every case. The tiny wood or steel splinter is a potential cause of what may become a serious infection and must have proper treatment. In addition to the dispensary report, each injury is investigated by the safety engineer and a detailed report, showing the department, name of the man, nature of the injury and its cause is submitted daily to the plant engineer. All lost time accidents are reported in detail and serious accidents are investigated by a committee composed of the factory manager, plant engineer, safety engineer, general superintendent, and the department foreman.

In the Mack Factory, safety work starts in the employment office. It is the purpose to place the new man at work for which he is best fitted by experience and physical adaptability. He is given a pamphlet containing safety suggestions and instruction, and he is required to read it. The new machine operator is given individual instruction and is warned of hazards which can not be prevented by mechanical protection.

The safety engineer, a man who has had long experience in this work, was carefully selected for this position. He gives his entire time to the work and of necessity is in closest contact with all departments.

The production foreman, even though a convert to safety ideas, is first of all a production man and is liable to be so intent on keeping the wheels turning that he does not notice material improperly piled, a fault in the adjustment of a guard, or that a man at the grinder does not wear goggles. It is here that the safety engineer gets in his work. It is his business to see hazards and have them removed.

Assisting the safety engineer, are paid shop safety committees. These committees are made up of experienced and trusted employes who are selected because of their ability, their interest, and the respect with which they are regarded by their associates. To increase and encourage their interest in safety work they are entitled to individual cash awards for the reduction of accidents in their respective department. These committees meet once each month and all recommendations are referred to the general committee which meets a few days later. The safety engineer is a member of both committees and acts as an intermediary. The shop committees discuss the reports of their individual members and make such recommendations for changes in equipment or methods as they deem advisable.

The shop committees have been very zealous in locating and reporting hazards of all kinds. Of three hundred and nineteen recommendations presented to the general committee in seven months, all but ten have been approved and put into effect. At the last meeting, the shop committees reported that mechanical protection was so nearly complete that at present no further suggestions would be made along these lines, but that they would direct their efforts more than ever toward educating their fellow workers in safety methods. (See Figs. 5, 6, and 7.)

The general committee consists of the safety engineer, plant engineer, factory engineer, maintenance superintendent, employment manager, and one member from the production department. The plant and factory engineers give decisions on recommendations involving changes in equipment and methods. The maintenance superintendent takes direct responsibility for carrying out approved recommendations for changes in equipment. When a suggestion is considered impracticable or impolitic, it is the duty of the safety engineer to submit to its originator the reasons for its nonadoption. This is done to show the members that all recommendations receive consideration.

The work of the safety organization is supplemented by regular safety articles in the plant magazine called the Allentown Mack Bulldog. These articles are in part original and also from the National Safety News and other publications.

All injuries that are reported to the dispensary are counted as accidents. Even the slightest scratch, cut or splinter is listed. The records for the past five months show that on an average every man will go to the dispensary three times a year. On an average it will be between seven and eight years before he has received an injury causing loss of time. There has been a pleasing reduction in the severity of lost time accidents. Each week shows its own variation in the relative number of accidents. Monday is low day; a slight increase occurs on Tuesday; there is a rapid rise through Wednesday and Thursday, culminating at a peak on Friday. Saturday shows a reduction. This change is evidently produced by fatigue and the reduction on Saturday is due to the half holiday, as no work is done in the afternoon when fatigue would be at its maximum.

It is during rush periods of production that the safety department has its hardest work. It is most difficult to convince the average workman that hazards exist and when that is done it is still harder to make him realize that he himself may be a victim. He firmly believes that his fellow worker should wear goggles but for himself that it is a useless precaution. He has never lost an eye and he expects to be lucky in the future. It is too much trouble for a short job, and goggles are too tiresome to wear for a long job.

Goggles used at the Mack Plant were selected after a careful study. For a man whose eyes require corrective lenses, these are furnished free of charge in special frames adapted to be used with the goggles. By persuasion and tact some of the most obstinate offenders have been won over and the trouble is worth while. Great effort is made to win men rather than command them. Special care is taken to encourage visits to the dispensary for every injury. A separate report is made each month, listing men who visited the dispensary for more than two injuries. No action is taken that might discourage frequent visits, but a study is made of the nature of the accidents with a view of placing the man at other work where there are fewer hazards to which he seems to be particularly susceptible.

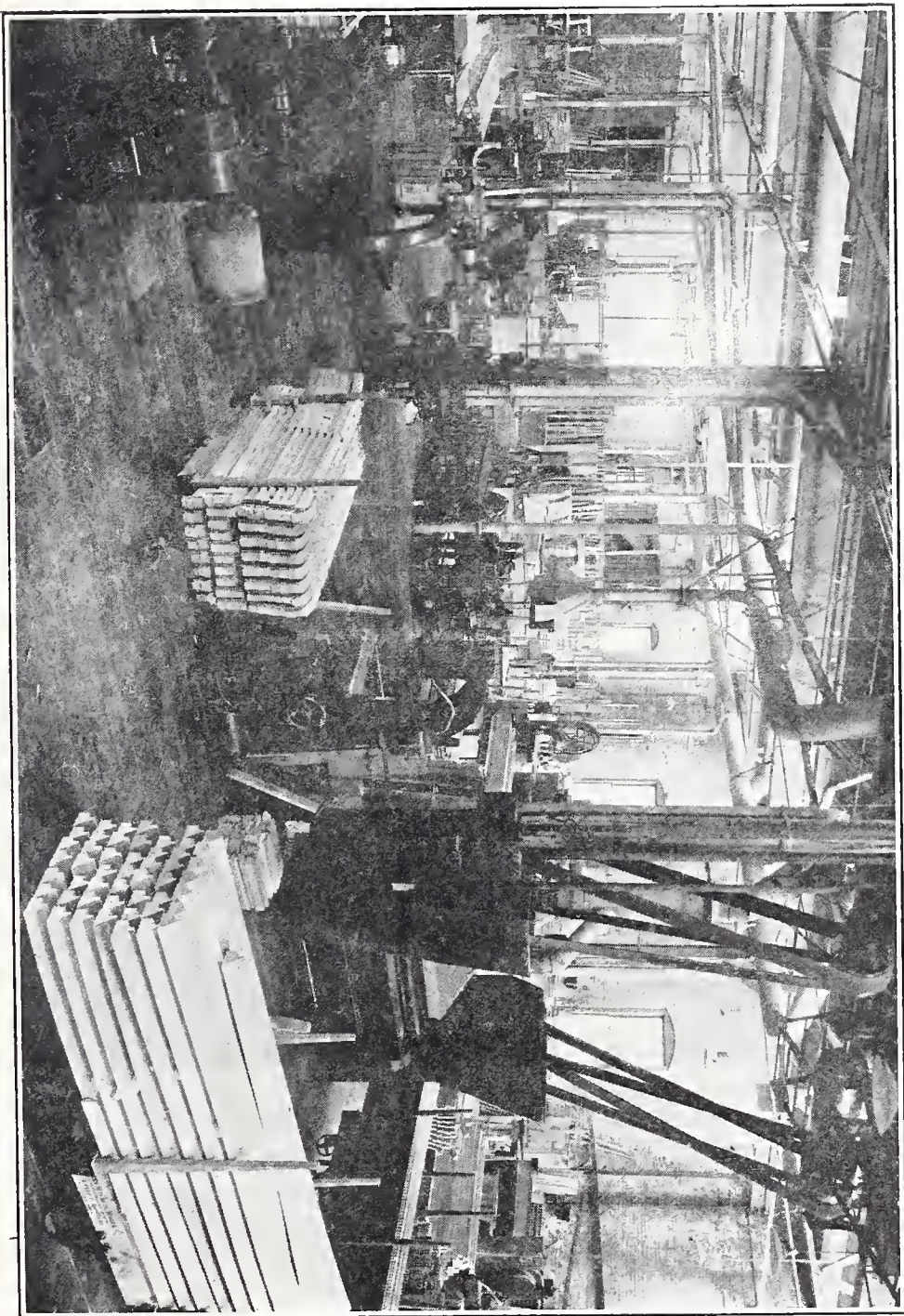


Fig. 5—Partial view of wood machine room, showing guarded planer, wood boring machine, drum sanding machine, scroll saw, jointer, etc.



Fig. 6—Partial view of steel body shop, showing guarded radial drill, metal cutting band saw, punch, and plate squaring shear.

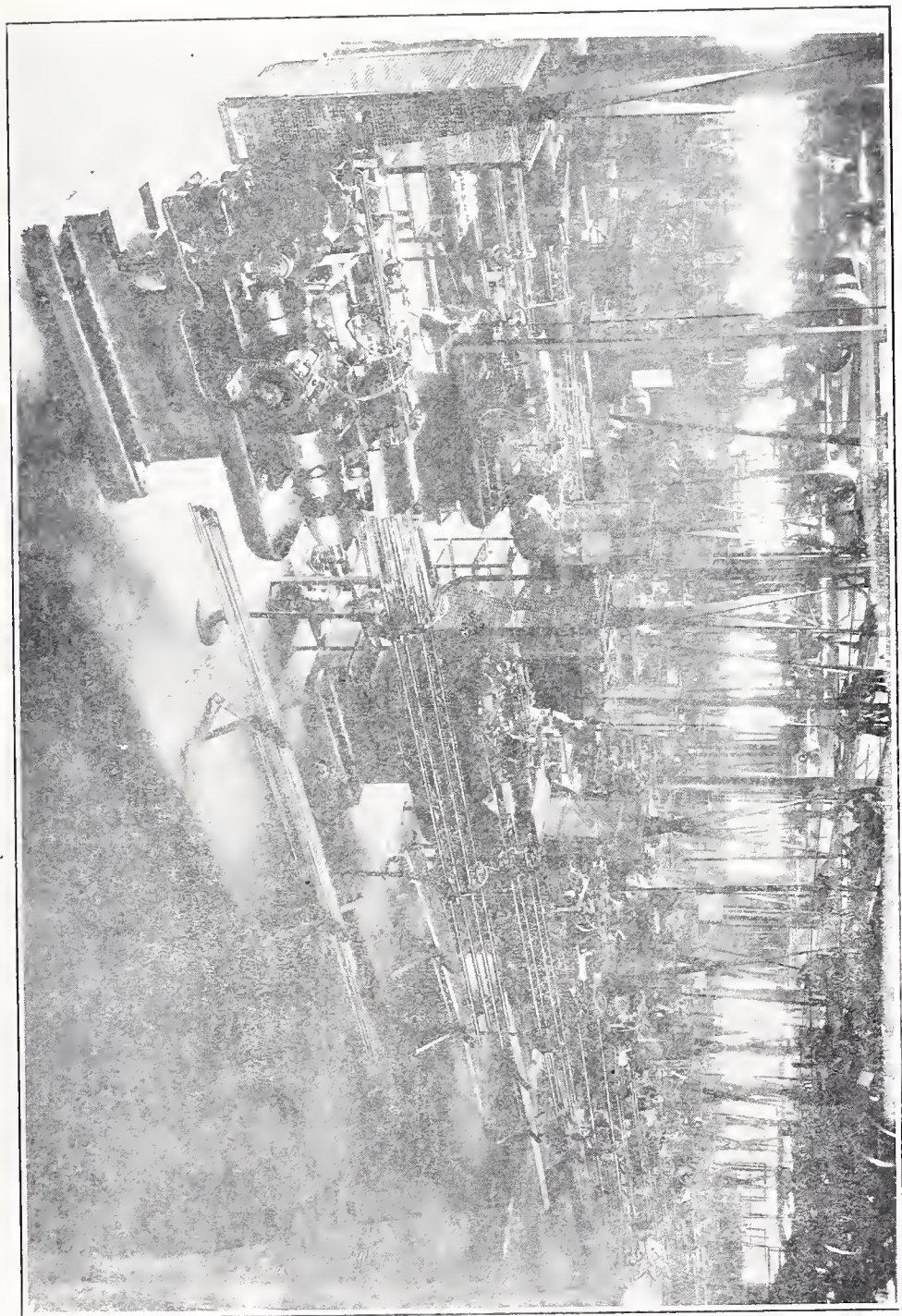


Fig. 7—Multiple spindle automatic screw machines, showing belt guards.

Machine accidents are experienced because it is impossible to operate and so guard a machine that an injury can not occur through carelessness, but an accident through faulty guarding is practically unknown at this plant. The safety organization has as yet found no grand idea or method for preventing injuries, but has learned that the only way to reduce accidents is by training the man himself and that can be done only by constant efforts of the safety worker and the earnest cooperation of all.

SAFETY IN THE CEMENT INDUSTRY IN THE LEHIGH VALLEY.

By Henry A. Reninger

*Lehigh Portland Cement Company,
Allentown, Penna.*

Safety in the Lehigh Valley was given its start with the organization of the Lehigh Valley Safety Council No. 5, of the National Council of Industrial Safety.

The Cement Industry in connection with steel became active in safety work, and to-day all cement companies are interested in the prevention of accidents. With the help and advice of the Department of Labor and Industry, insurance companies, and the wide experience of the National Safety Council, safety committees were organized.

The industries that started this work early have found that what some people thought a "fad" or "reform" was a real movement in the right direction and that the toll of human life and limb which, up to a few years ago, was thought necessary in industry, was a waste—and preventable.

The first stage—the guarding of dangerous, hazardous machinery—has been pretty well taken care of; but, it was found that, instead of being through with safety, we were only beginning the work; about 20 per cent of the work was completed, and 80 per cent still to be taken care of. No one had done a 100 per cent job.

Education is the great task we have before us—and, with the labor turnover in industry, the job will never be completed—but, to-day many men on new work have had training in safety.

The executives must show that they are interested; the superintendent must be the leader among the men; the foreman is the key-man and he is the one who holds the most important position in the Safety and Welfare Movement; upon him rests the responsibility of work well done, and the efficiency of his department. Production depends upon his method of educating and handling his men—not in methods of manufacture alone, but in the safe methods—the human methods.

The Management backing safety to the limit, the superintendent as chairman of the Safety Committee (with a realization of the work to be done) and a Safety Committee, appreciating the importance of their work, can reduce accidents to a minimum.

The results obtained by those companies doing real, active safety work are startling and far beyond expectations. Ten years ago we thought it impossible to cut down lost-time accidents to fifty days or less per 100,000 man hours worked. To say that safety work would enable a cement plant to operate a month without a lost-time accident seemed an idle dream. However, records show that fifty days was too high—that we, at that time, did not have the faith we should have had in safety work.

Comparison of 15 plants, taking the days lost for the years 1919, and 1924. (6211 days lost—1919—2757 days lost 1924). In six years the results are remarkable and prove beyond a doubt that the great waste of human life, due to accidents, can be cut down.

Days lost per 100,000 man hours 1919 to 1924.

1919	59.2
1920	55.4
1921	43.7
1922	25.7
1923	22.3
1924	18.8

The average days lost per 100,000 man hours for a period of six years, 1919 to 1924, shows the work accomplished by the Safety Committees.

Can anyone in this day and age, with records of many industries showing results as those given above, doubt the value of accident prevention work?

The big problem confronting this country to-day is accident prevention. Why should 85,000 people pay the penalty of death due to carelessness?

Industry is doing its part in education, but the reduction in accidents made by industry is overcome by the reckless speed maniac, who is endangering the lives of men, women, and children on the public highway.

The man educated in the mill and factory in safety does not forget his lesson when on the highway or in the home, but to-day, the average person, unless he has had some training in industry, does not see the value of safety. Therefore, it is the problem of industry to educate the general public, to see that safety education is taught to the children in the public schools. Four years' experience of safety education in the public schools shows that this is the real place to begin safety, and the educational section of the National Safety Council's reports shows that in those cities and town where safety is being taught in the schools, fatal-accident records to children of school age are greatly reduced.

The children of to-day are the workers of to-morrow. Let us give them the safety habit now, and in the years to come industrial, public, and home accident records will show a great decrease.

SAFETY PROGRESS IN A ZINC PLANT.

By an Inspector.

Organized accident-prevention work at the Palmerton Plants of the New Jersey Zinc Company of Pennsylvania was started in August, 1911, when the Superintendent appointed a general Safety Committee to study and organize methods to prevent accidents. The first committee was chosen from the heads of the various departments and was scheduled to meet each Wednesday morning. A full-time safety inspector was also appointed to act in connection with this committee.

A study of the problems involved brought out the fact that there were several phases of this work, each of which would have to be considered from a different angle. First, the mechanical safeguarding of all machinery; second, the minimizing of metallurgical hazards peculiar to smelting plants, such as gases, metal burns, acids, etc.; and third, the adopting of safe practices and the education of the workmen.

The safeguarding of machinery was the first phase of the problems considered. A study was made of the appliances and devices used in other industrial plants. The cooperation and assistance obtained from other industries was most gratifying. Such devices as seemed to fit our problems were copied with more or less changes that appeared desirable. Quite a few of the guards that were installed, and the devices that were adopted were designed and built following the suggestions of our foremen and the workmen connected with the operation. This work has been carried on from year to year. We have been able to pass on some of our appliances to other industries for their benefit.

After the general committee had made a general survey and study of the plant hazards and had outlined and organized the work, it was replaced by a similar committee composed of foremen and workmen selected from the various departments. Each member of this committee was appointed to serve three months. Weekly meetings were held with the safety inspector acting as chairman. Part of the time was spent by the committee in the inspection of certain sections of the plant. This was followed by a meeting for the discussion of the results of this inspection and the type and nature of the accidents that happened during the past week.

As the work of safeguarding continued it became evident from time to time that other phases of this work must be taken up and brought to the attention of the workmen. Membership in the National Safety Council brought to us bulletins and safety literature. These were posted on bulletin boards throughout the plant. These bulletins aroused considerable interest among the men; and the continued improvement in the type of bulletins has carried this interest along from year to year with our men just as keen today as ever to read the new bulletin as it appears.

Warning and danger signs were placed throughout the plant. Various slogans to instill safety in the minds of the workmen were printed on the pay envelopes. Suggestion boxes were installed and

the workmen invited to drop in any suggestions that they might have to advance the safety propaganda. Our employes were asked to attend various meetings and listen to addresses by prominent speakers who extolled the virtues of the safety-first propaganda. Lantern slides and movies available at various times were secured and exhibited to groups of workmen.

Upon the organization of the Lehigh Valley Local Council this company became a member. Delegations of foremen and workmen were sent to the meetings held by the Council from time to time.

A traveling exhibit of photographs and drawings showing the methods adopted to safeguard machinery, together with models of the appliances in use in our plants was organized in 1913, and exhibited at a number of the annual meetings of the National Safety Council, and several times at the Harrisburg Safety Conference as well as other state safety conferences.

First-aid instruction has been a part of our safety propaganda since 1915. This has grown and expanded to regular organized teams from each department who compete at the annual meet held at the time of the plant picnic. Between fifty and sixty men are instructed in first-aid practices each year. From this has grown an organization known as the American Red Cross Sanitary Training Detachment No. 1. This is a uniform body of sixty men recruited each year from the members of the first-aid teams. A more advanced course in accident prevention, health, hygiene, and sanitation is given them in the form of lectures at meetings held weekly.

The General Plant Safety Committee, as originally organized, continued to carry the safety message to their fellow-workmen with an appreciable amount of success until 1922. It was then decided that a change of some kind was necessary to stimulate a new interest in this work.

The plants as a whole retained a certain amount of interest in the accident-prevention propaganda and were keeping the lost-time accidents considerably below the rate prevailing before this organized effort, but it was believed that still better results could be attained. We began to look about for ways and means of presenting the old story in a new form. A study of the amount of interest shown by the various employes helped us to reach the conclusion that this work was not a side issue of the general operations of the plant but a vital part to it. We were convinced that the prevention of an accident was just as important as the maintaining of production. With this in view our safety organization was changed. We abolished the Workmen's General Plant Safety Committee and organized departmental committees to meet at the regular scheduled period with the plant safety inspector and to inspect their own departments. These committees report to the head of the department who is held directly responsible for the accident rate of his department. The head of the department or his assistant is the active chairman of the committee.

Following the working out of this change of organization we began to study hazards that were more or less common to the plant as a whole with the idea of educating workmen in the methods of prevention. We first took up the eye hazards, such as are

usually found in connection with the use of tools and also in connection with the metallurgical operations. Lantern slides, showing the results of such accidents, were secured from the Department of Labor and Industry and also from the National Safety Council and a number were made showing the results of similar accidents on our own plants. These were displayed with a portable lantern to groups of men throughout the plant at the time and place best suited to the men expected to attend. Department heads were called upon for short addresses.

One of the outstanding results of carrying the message in this manner led to the equipment of two hundred and fifty men with goggles to be worn while working about the furnaces. These men are subject to the metal burn hazard, but owing to the intense heat they could not heretofore be prevailed upon to wear goggles. Different types were secured and tried out, and changes made until we found the type the least objectionable. Today they are worn with very few complaints against them.

Another general hazard that was given the same amount of study and attention was the results of infections caused by a lack of proper care. This message was also carried to the employes with lantern slides shown at group meetings throughout the plant. We probably will not have any outstanding example of the result of this message, due to the fact that our first-aid instruction and other medical service offered through our hospital, is continually carrying this message to the men.

We hope to carry on in this manner as long as we are able to obtain results. Through a general discussion at the Superintendent's weekly conference, of the various accidents and near accidents that happen from week to week a keener interest is being maintained among the department heads. This is carried on down through the line reaching the men with some enthusiasm and resulting in a competitive spirit among the men of the different departments. This competition is causing a greater effort on the part of both the foremen and the men in preventing accidents.

Our description of how we carry on in our accident prevention work may not present anything new as to methods and results and is probably an old story in a few different words.

Starting at a time when the safety movement was in its infancy we recognized, what must be expected, that changes in methods of carrying such a message must be made from time to time. First, we emphasized one thing and then, we became enthusiastically impressed with another method of attack. Each one appeared, when it first commanded our efforts, to be the real preventer of all accidents. While there has been without a doubt a great deal of lost effort in trying to solve this problem we are convinced more each day that each method of presenting this propaganda has accomplished something. The reduction in lost-time accidents that it has been possible for us to make so far this year cannot all be credited to the present-day method of attack. It has been a constant driving home of this safety-first propaganda one way or another during the past fourteen years that is forming the foundation upon which our present efforts are able to make substantial reductions in lost-time accidents.

SAFETY "KINK" SECTION.

At the State-Wide Safety Conference of the Pennsylvania Department of Labor and Industry, held in the hall of the House of Representatives, May 22, 1925, the suggestion was made by one of the safety engineers that a description and photograph of any unique mechanical device, guard or appliance which had been developed in any of the industrial establishments of the State be sent to the Department of Labor and Industry for insertion in the regular monthly bulletin. In this way close study may be given to such safeguards and their adaptability to the needs of other plants determined.

In accordance with this suggestion, the following very interesting contributions as safety "kinks" have been received and are herewith submitted for the consideration of manufacturers.

SAFEGUARDING AN AUTOMATIC CHUCKING AND TURNING MACHINE.

By C. R. Starn, Supervisor of Tools,

*The Autocar Company,
Ardmore, Penna.*

This photograph shows the method of safeguarding an automatic chucking and turning machine employed by The Autocar Company of Ardmore, Pa.

"A" shows pipe guards for belt which are simple to make and install, three sides being formed in a metal brake. The door swings on 2 inch butt hinges and is fastened with crate hasps.

"B" is guard on turret support to prevent fingers from getting between arm and turning stem holder when turret is indexing.

"C" covers hole in top of bed when turret slide is in forward position. Guard swings on 3 inch butt hinge.

"D" is chip guard fastened to cross slide over cross slide stops to prevent chips and dirt falling on stops, thus making it unnecessary for operator to clean before closing. (See Fig. 8.)

FACING HEAD GUARD FOR BORING MILL.

By W. H. Steele, Shop Engineer,

*Locomotive Stoker Company,
Pittsburgh, Penna.*

Believing that it may be of interest to others engaged in safety work as well as to ourselves, we submit a device that we have found satisfactory for the safeguarding of facing heads on horizontal boring mills. (See Fig. 9.)

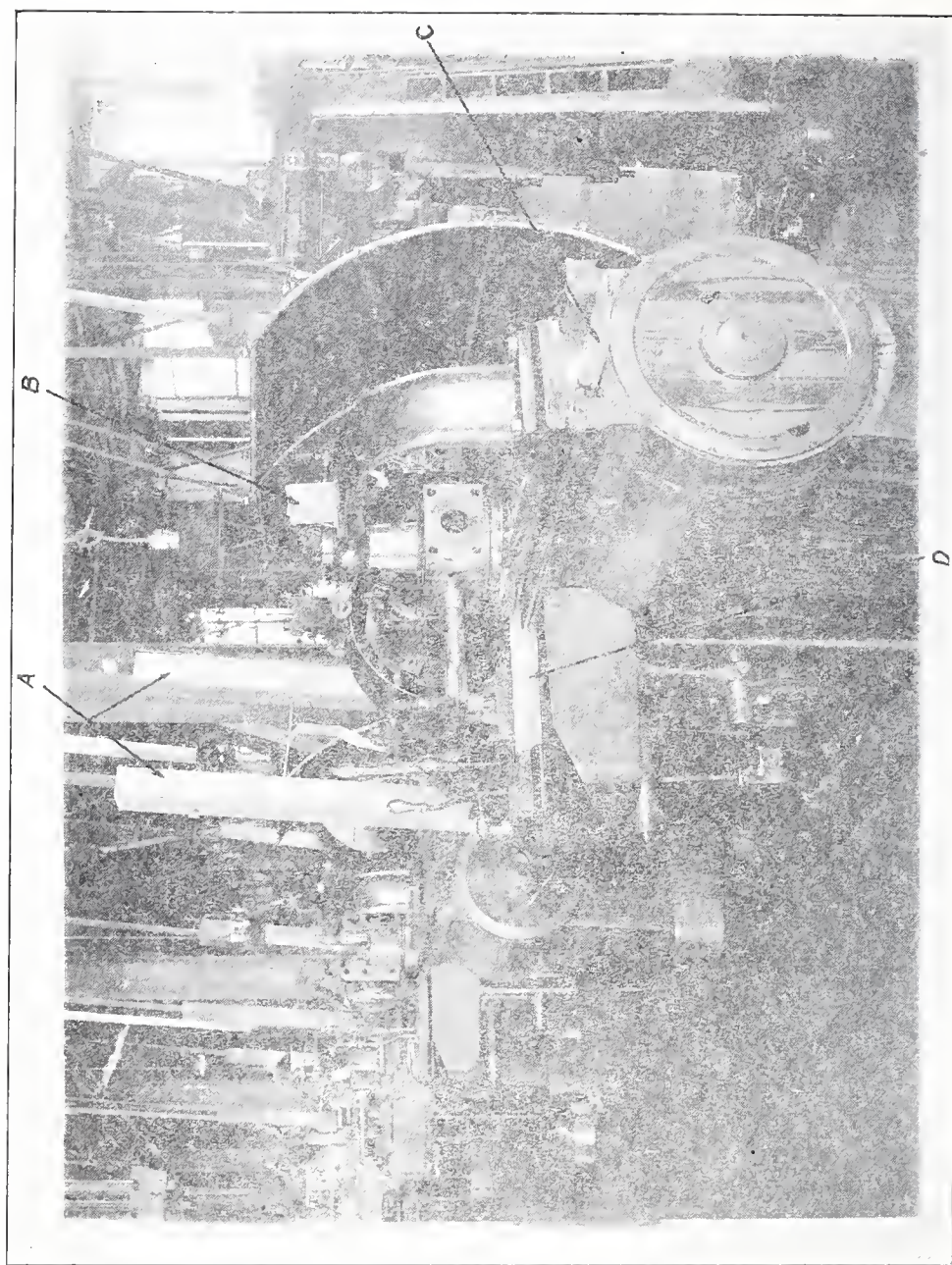


Fig. 8—Automatic chucking and turning machine.

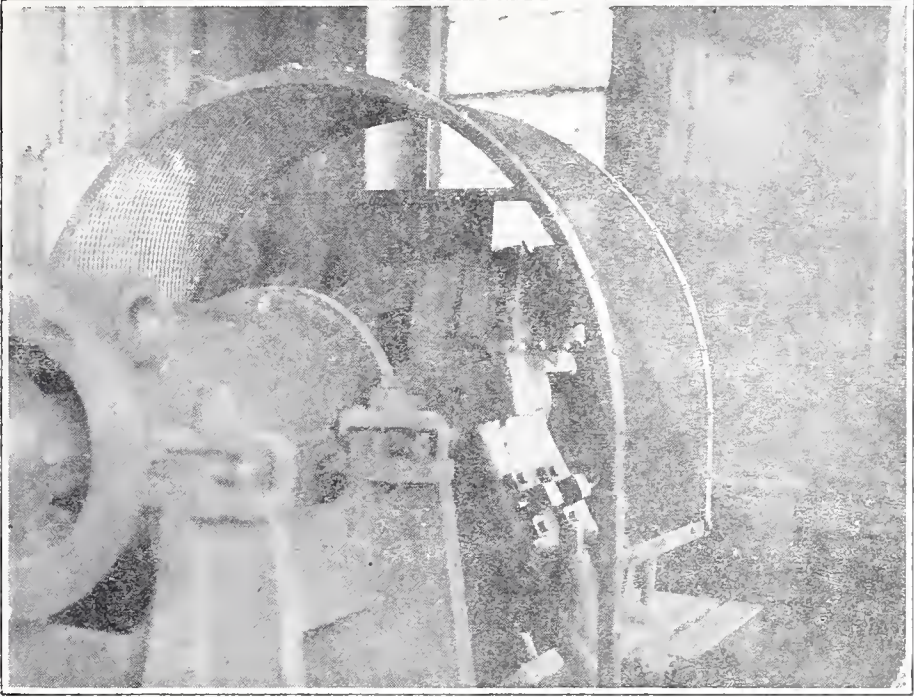


Fig. 9—Facing head on horizontal boring mill.

These facing heads are admittedly a great hazard as they are rotated by the boring bar at a rate that is so slow that one is apt not to recognize the instant that it is dangerous. Without a proper guard there is absolutely nothing to prevent a person accidentally getting caught under the facing head and being crushed between it and the bed of the machine.

The usual job on these machines is the boring and facing of cylinders, and two facing heads are used so that the opposite ends can be faced simultaneously.

One guard is attached by means of a hinge to the head stock and the other is similarly attached to the tail stock.

It can be readily seen that one guard attached to the tail stock will be always in place regardless of the length of cylinder being machined.

These mills have been equipped with foot brakes to bring them quickly to rest after the power has been shut off. Before installing the brakes, it was found that the friction load of the machine was so low that it would idle fully sixty seconds.

The guard is of the conventional type made of expanded metal on angle iron frame. We have blue prints of this guard which we will be glad to furnish, free of charge, to anyone interested.

THE RELATION OF HEALTH OFFICERS TO INDUSTRIAL HYGIENE.*

By Cyril Ainsworth, Director,

*Bureau of Industrial Standards,
Department of Labor and Industry,
Harrisburg, Penna.*

The popular conception of the functions of the Department of Labor and Industry seems to be the inspection of factories for the purpose of determining whether machinery is guarded according to the provisions of the law or of the standards which have been formulated by the Department, and if not so guarded, order the owner of the establishment to provide the necessary protection. This conception is not only erroneous as to the total work of the Department which includes among its many, many functions the administration of the compensation law; employment, rehabilitation and statistical services; but it is also incorrect as to the inspection work itself. One of the most important phases of the inspection work is protection of the health of the worker. One of the general laws which the Department of Labor and Industry administers illustrates this point; Section 14 of Act 267 of 1913 states: "All rooms, buildings and places in this Commonwealth where labor is employed or shall hereafter be employed shall be so constructed, equipped and arranged, operated and conducted in all respects as to provide reasonable and adequate protection for the life, health, safety and morals of all persons employed therein." This provision, you will notice, imposes on the owner of the establishment the duty of so conducting and operating his plant that the health of the worker will not be impaired.

The Department of Labor and Industry has promulgated and enforced regulations for safety to life and limb and, to a certain extent, to health, but the greatest stress has been put upon safety to life. The health work has been left more to physicians in general practice than to industrial physicians. It has been stated that there is seven times as much disability from illness as from accidents. Naturally, a large part of this illness is not due to occupation, but the disability due to occupation, if studied more in detail, bears out the statement that the Department is burdened with a tremendous task in its endeavor to develop regulations which, when enforced, will afford protection to the health of the workers of the Commonwealth.

A study of the accident record has made evident the deduction that we cannot hope to make progress in reducing the number of accidents occurring yearly unless greater emphasis is placed on the study of the health conditions of the workers at the time of securing employment and, also, during the progress of the daily work. This realization has led industrial medicine to develop very rapidly. Some plants confine their efforts exclusively to the care of accidental injuries, this service ranges from the bare requirements of the letter of the law to the more active efforts toward shortening the period of disability by individual and efficient care, toward

*Address delivered at annual instructional camp of Penna. State Health Department, June 22, 1925.

conserving every function which may have been disturbed by the accident and toward getting the man back to work as soon as he is able at the best job he can do until he is completely restored to health and fitted to take up his old employment if possible.

With this better type of care for accidental injury, there has been developed the industrial physician and surgeon at work during the whole or part time. This work includes, in addition to the care of accidental injuries, the classification of workers and their assignment to jobs for which they are best fitted, physically and mentally; hygienic supervision of work places with respect to the health efficiency of workers, by discovery and treatment of trifling complaints, advising more extended treatment in prolonged disability, and how such treatment and care can be obtained; providing health instruction to assist in or directing the solution of home and community problems as they are related to the health of the worker, which ultimately means an efficient or an inefficient worker.

Such are the obligations and duties of the medical officer in the large plants. Not many of the large plants have as complete a service as has been outlined, and practically none of the smaller ones have such a service. The Department of Labor and Industry, therefore, feels compelled to provide, to the greatest possible extent, such a service to plants which for various reasons find they cannot employ such an officer. The total number of workers employed in the smaller industries is far greater than those employed in the larger industries, and up to the present time such workers have had to depend upon the family physician, the public-health officers, the public-health nurse and the social workers and investigators of relief, educational or beneficial organizations. It is to these persons, therefore, that the Department of Labor and Industry must look for help, and to whom it offers all the help and cooperation that it can possibly give.

The Department has the power, through the provisions of the Administrative Code, to develop reasonable regulations for the protection of workers. There has been created in the Department of Labor and Industry the section of Hygiene and Sanitation in the Bureau of Industrial Standards. This section has the responsibility of developing such regulations and of being the industrial physician for such plants as are too small to employ such an officer on part or full time. This section, headed by Dr. Elizabeth B. Bricker, must first be acquainted with the conditions to be remedied before it can know what regulations to develop, or how to be of service. We learn of such conditions from our inspectors, from the workers themselves, or from manufacturers wanting help in eliminating conditions which are undesirable. Much good has been accomplished in following up these reports but it is undoubtedly true that could our source of information be enlarged the results would be more far-reaching.

We know of only one group of people to whom we can turn for such assistance and that group is the one represented at this conference. We earnestly request that you report to us all of the conditions of ill health supposed to be due to occupations which

come to your attention. As far as possible such cases will be investigated. In individual cases, if plant conditions are at fault and can be corrected, every effort will be made to rectify them. If we find a number of similar characteristics and surroundings, the group will be studied and if conditions applicable to the group in general can be improved, regulations calling for such improvement and applicable to the industry or occupation as a whole, will be developed. We realize that a condition of ill health may not be due to occupation alone, but to a combination of factors, as home surroundings and cares, manner of spending leisure time, community conditions, ignorance, superstition, etc. Do not hesitate to report to us a case in which you suspect occupation to be only one element of the trouble, and some of the other conditions just mentioned as contributory or even predominating causes. What may seem to be a trifling item to you, when considered in the light of the experience of others in various parts of the state may be just what is needed to make out a case. We are particularly interested in having our attention called to conditions of temperature, humidity, fatigue, illumination, dust and fumes, infections and poisons. Of the latter all the employments that permit the workers to come in contact with compounds of, or materials containing lead, arsenic, phosphorus, mercury, caustic acid, alkali, carbon monoxide, wood alcohol, analin benzol, etc., may be cited as examples of conditions to be reported.

We have not issued any printed forms for reporting occupational diseases, we prefer to wait until we see just what is required. All we need now is the name and address of the individual, and if possible, the name and address of the plant in which the person was employed. Any additional information relative to the symptoms or signs of the disease experienced by the individual would be very helpful and any relevant information of any other associated condition would add to the clarifying of the situation. I cannot stress too greatly the desire of the Department of Labor and Industry to be of assistance to the industries of the Commonwealth in devising ways and means for the protection of the health of the workers, and therefore strongly urge everyone of you who may come in contact with a condition which you believe should be investigated by the Department of Labor and Industry to report it promptly to the Department in order that it may give all the assistance and advice possible to the plant responsible for such conditions.

MOTION-PICTURE FILM

By J. P. Lilley, Chief,

*Projectionist Licensure Section,
Bureau of Inspection,
Department of Labor and Industry*

For the past four or five years, the industrial world has come to realize, in increasing degree, the educational, instructional, advertising, as well as entertaining and diverting service possibilities

inherent in the motion picture. Some of the larger industrial organizations, seeing the value of film for general propaganda, have instituted film departments of their own.

As the use of motion pictures for safety and accident-prevention work, and in advertising campaigns is being inaugurated quite extensively by many industrial plants in Pennsylvania, it may be timely to discuss the two general types of motion-picture film.

Motion-picture film is printed on celluloid. If it is not printed on a transparent substance, the light can not penetrate, as it is the light passing through the film that projects the image on the screen. The only successful substance found for the manufacture of motion-picture film is celluloid, which possesses the properties of being transparent, flexible, and at the same time, comparatively durable. It is a substance of guncotton which contains a very high percentage of nitrogen, and is soluble in either acetone or alcohol. The deposit from the guncotton and alcohol or acetone forms celluloid. This celluloid is highly flammable. It does not, as is generally supposed, explode, but merely burns very rapidly, owing to both the nitrogen contained in the guncotton, and the oxygen in the film. Sufficient oxygen is present in the film to permit combustion, even if the film is hermetically sealed. This type of film is known technically as nitro-cellulose, and to the trade as flammable film, or more popularly known as flam film.

For years chemists have been attempting to manufacture a substance possessing the qualities of celluloid, and at the same time being non-flammable or of a slow-burning nature. In order to do this it was necessary to substitute some other base than the nitrate base in the nitro-cellulose film. This was finally accomplished by two engineers in 1894, who secured patents on what is known as acetate-cellulose stock, which burns very slowly. There is now in use, therefore, two types of film stock—the nitro-cellulose, which is highly flammable, and the acetate-cellulose, which is slow-burning.

The question naturally arises as to why film manufacturers do not use the slow-burning film for all their prints. The reasons for this are numerous. The theatre exhibitors object strenuously to the use of slow-burning film. One of their reasons is that the film is not flexible, and will solidify more quickly, become brittle, and its life is shortened to a certain extent. Another reason is that it is more expensive than the nitro-cellulose, and being thicker, requires a brighter light to project the film image to the screen. These obstacles could, no doubt, be overcome were the demand sufficient to warrant the production of as large a quantity as is now being produced in flammable stock.

It is important to note that the size of film has nothing to do with its flammability. Standard-width film is 35 millimeters (one and three-eighths inches) wide, and is made in both flammable and slow-burning stock. Narrow width film is 28 millimeters (one and three thirty-seconds inches) wide, and is made of slow-burning stock

only. The slow-burning standard width film is just as non-flammable as the slow-burning narrow width, or so-called safety stock.

Since there are two general sizes of films, there are correspondingly, two general types of approved motion-picture projectors. Included in the one type are projectors taking the 28 millimeter film. This group includes the Victor Safety Cinema and the Pathescope, both of which take slow-burning film only, and therefore, may be used without a projection room or enclosure.

The other type of approved motion-picture projectors takes standard width film. These are: Graphoscope, Zenith, Burwood, De Vry, Acme, Aladdin, Holmes, Projectoscope and the Cello. Standard-width film on slow-burning stock can be used on these projectors, and when so used, a projection room or enclosure is not required. But, when flammable film (nitro-cellulose) is used, a projection room is necessary, excepting in instances where the projector is used within the confines of an industrial plant for the benefit of its employees only.

A recent addition to the list of approved projectors is the Kodascope, which takes a slow-burning film differing in size from the types aforementioned. Kodascope film is 16 millimeters (five eighths of an inch) wide. The rules governing the Pathescope and Victor Safety Cinema apply to the Kodascope.

There are certain rules and regulations, promulgated by the Department of Labor and Industry, governing the exhibition of motion pictures, which are of paramount interest to industrial concerns who use motion-picture film and motion-picture projectors for educational and advertising purposes. It is strongly recommended, when purchasing film, that the acetate-cellulose or slow-burning type be specified. The advantage of using this type of film is that it eliminates the cumbersome projection room or booth, and permits the use of rooms or auditoriums in churches, schools, hotels, etc. that are now barred to motion pictures of the flammable type.

The accompanying cut (Fig. 10) shows a complete list of approved portable and semi-portable motion picture projectors.

DEPARTMENT OF LABOR & INDUSTRY BUREAU OF INSPECTION

Approved Portable and Semi-Portable Projectors.

Two general types are illustrated. One type includes projectors which use the off-standard or narrow-width film. The other type takes the standard film. The Patheoscope, the Kodascope and the Victor Safety Cinema comprise the first type. The first and last named use a film 28 mm. (1 3/32 in.) in width. The sprocket holes are not directly opposite each other. The Kodascope takes a film 16 mm. (5/8 in.) wide. The 16 and 28 mm. film is printed only on slow-burning (acetate cellulose) stock, therefore no projection room is required. The operator must be licensed, but no examination necessary. All other projectors

illustrated take standard film 35 mm. (1 3/8 in.) wide. Standards are Kage film in made in both flammable and slow-burning stock. Slow-burning film is identifiable by the word "Safety" in black letters on the margin or by a leader, a few feet in length, at the beginning of the film on which is printed the words "This film is printed on 'Safety' film." This film may be used in any approved standard gauge projector without a projection room. Projectionists must be licensed by examination.

Portable projectors not approved are: Beacon, American Ace, Zenith (suit case model), Braggo, Peerless, Drophead, Spiregraph, Cosmogon and Portoscope. The use of these projectors should be reported. Revised prints will be issued as other projectors are added to approved list June 1, 1920.



Fig. 10—Approved portable and semi-portable motion picture projectors.

FIRE-RESISTIVE CONSTRUCTION.

By Charles J. Gotwalt, Chief,

*Building Section, Bureau of Inspection,
Department of Labor and Industry.*

It is strange that in this age, when steel and concrete fabrication has approached perfection, home builders continue the use of wood, ordinary plaster, and other materials possessing little, if any, fire-resistive properties. It appears that wood, because of the ease with which it can be shaped and fitted, together with its strength, elasticity, and other qualities is selected in preference to all other materials; besides, it is more economical as the average workman is more familiar with lumber construction.

The worker's home is his dearest possession, and he takes pride in beautifying it, but in so doing, he overlooks the essential of safeguarding it from destruction by fire. It is particularly noticeable that bungalow and other modern types of houses are so built as to permit the most rapid spread of flames. All-wood floors, pipeless furnaces, open hallways, and lack of doors separating various quarters of a building are the features making possible this condition. Many factories, and store buildings in which it is desirable to make a pleasing display of goods have some of the same conditions.

To safeguard properly against fire in these buildings; fire-resistive walls, floors, and ceilings are necessary. Heating plants should be confined to fireproof compartments. Ceilings and partitions around stairways should be treated with metal lath or expanded metal covered with Portland cement plaster; and reinforced concrete should be added to their stair soffits. Solid walls of brick, tile or concrete, of course, are preferable. Interiors should be arranged to prevent flames and smoke from spreading throughout the various rooms. Doors should be placed at proper points, and stairs should be enclosed and accessible from corridors.

To prevent the spread of flames and smoke through interiors of metal lath and cement plaster partitions, there must be inserted metal or cement "stops" at floor levels. Open spaces should be avoided, where possible, between floors and expanded metal or steel ceilings, as it is difficult to fight a fire under a floor because the floorings or ceilings cannot be quickly removed. Metal lath adds very little to the cost, as the difference in price of materials is offset by reduction in the cost of labor. Besides, insurance rates are arranged in accordance with the degree of fire hazard present in a building.

The installation of fire-resistive materials is urged as a safeguard against loss of life and destruction of property.

WORKMEN'S COMPENSATION BOARD DECISIONS.

Monroe V. Geo. W. Blabon Company

Illegal Employment—Scope of authority of the Board to invalidate compensation agreement—Review of decisions—case remanded to Referee for further findings.

OPINION—CHAIRMAN WALNUT.

Peter Monroe, the claimant, entered the employ of the defendant company about the middle of June, 1923. He was hurt August 1, 1923, in the course of his employment. He was born June 22, 1906. He was, therefore, less than 18 years of age at the time of the accident. The defendant company's records carry the notation that he was 18 years of age at the time of his employment. It is alleged that this information was secured from the claimant. He, however, states that he gave his age at the time of his employment as "Going on 18."

At the time of the accident, the claimant was at work on a machine, which is described by one of the witnesses as a "single action punch press." A bar which was a moving part of this machine struck the claimant, resulting in a compound fracture of the fibula of the right leg. He was removed to the St. Luke's hospital, was operated upon and an inch or more of the fibula removed. A union of the bone was subsequently secured, but a deformity of the leg remained which is probably permanent.

While the claimant was still in the hospital, the defendant company, or its insurance carrier, forwarded a compensation agreement to the claimant's home. This agreement was taken to the hospital by the claimant's mother. He read it over and, after asking a few doctors about it, signed the agreement, which was dated September 19, 1923. It was duly approved by the Board, November 13, 1923. Payments thereunder were made for total disability at the rate of \$12.00 a week from August 11, 1923, down to March 17, 1924, in the total amount of \$384.00. The payments were discontinued upon the ground that the claimant's disability had terminated. A petition for termination was filed June 10, 1924. The claimant filed an answer in which the averments of the petition relative to his recovery from the injury were denied, and further averments were made to the effect that he had been illegally employed at the time of the injury, his particular employment being prohibited by the Child Labor Act to minors under the age of 18. He further alleged that at the time he executed the agreement, "He was ignorant of his right to bring a common-law action for damages and executed such agreement without having the benefit of legal advice. He, therefore, avers that said agreement was founded on a mistake of law and fact."

He concluded with an offer to return the money, received from the defendant and with a prayer that the agreement be set aside.

Evidence was submitted before the referee relating both to the question of disability and the illegality of claimant's employment. No objection was made by the defendant as to the consideration of both questions upon its petition to terminate, taken with the answer filed.

The referee granted the claimant's petition and set the agreement aside upon the finding that the claimant's employment was illegal and that the "agreement was entered into through a mistake of fact and law on the part of the minor." In this conclusion the referee discussed the several decisions of the Supreme Court—that of *Delaney v. Philadelphia & Reading Coal & Iron Company*, 272 Pa., 568, and *Kline v. Pittsburgh Stamp Company*, 278 Pa., 467, and pointed out that

"The courts have sought to protect minors in their contracts and permit them to disaffirm them upon return of consideration.

"It is felt that a minor under the stress of injury should, therefore, not be held to the same high degree of discretion in the ascertainment of his legal rights, and should, therefore, only in the possession of proper advice as to his rights, be free to choose the remedy to be pursued."

His reasoning, as well as the argument of the claimant's attorney, makes a strong appeal. We have little doubt that the claimant was not aware that he might have a right of action in trespass against his employer arising out of the accident, and it is probable that he did not know until he consulted an attorney after the petition to terminate was filed in June of 1924, that he might recover considerably more in an action in trespass than he could under the Compensation Act.

We are concerned, however, primarily with the scope of our authority in the matter and the proper rule in this as in other cases.

In the first place it is manifest that there is a marked distinction between the ordinary contract of a minor and his agreement to accept compensation. The first is ordinarily either void or voidable. The second is expressly made valid and binding by statute for the very purpose of bringing minors within the Compensation Act upon the theory, which we believe to be sound, that they are better off under the act, than left to their remedy at law. The provision of the statute validating minor's agreements is found in the amendment to Section 407 of the Workmen's Compensation Act of 1915, which amendment was adopted in 1919 and reads as follows:

"All agreements for compensation and all supplemental agreements for the modification, suspension, reinstatement or termination thereof, and all receipts executed by any injured employe of whatever age, or by any dependent to whom compensation is payable under section three hundred and seven, and who has attained the age of sixteen years, shall be valid and binding unless modified or set aside as hereinafter provided."

The method by which such an agreement may be modified or set aside as pointed out by Justice Simpson in the case of *Delaney v. Philadelphia & Reading Coal & Iron Company*, *Supra.* is found in sections 408 and 413. The former section provides that an agreement may be modified "By supplemental agreement approved by the Board," and the latter provides that it may be modified or set aside

"If it be proved that such agreement was procured by the fraud, coercion or other improper conduct of a party, or was founded upon a mistake of law or of fact."

This decision is, moreover, taken to be authority for the general proposition that an action in damages cannot be maintained while a compensation agreement is outstanding, although the action is based upon illegal employment, and application should be made to the Board to have the agreement set aside before suit is begun.

The present record does not disclose and in fact it is not alleged by the claimant that the agreement was "procured by the fraud, coercion, or other improper conduct of" the defendant. He bases his petition entirely upon the proposition that the signing of the agreement was a mistake of law or of fact.

Heretofore, the Board has apparently taken the attitude that fraud, coercion, or other improper conduct must be shown before the agreement can be set aside. *Fox v. Philadelphia Paper Box Company*, 8 Department Reports, 2479, *Summers v. Collins Manufacturing Company*, 8 Department Reports, 2140, and *Kline v. Pittsburgh Stamp Company*, 278 Pa., 467.

In the latter case, the question originally raised was almost identical with that in the present case. Commissioner Houck, writing the opinion for the Board, after referring to the facts, which were quite similar to those in the present case, in so far as it appeared that the minor had signed the agreement and had received compensation thereunder for a considerable period of time before filing the petition to set aside, concluded that the claimant knew that he had signed an agreement and could not be heard to say that he did not know it. An appeal to the Common Pleas Court in Allegheny County was taken and Judge Kline filed an opinion, which appears in 9 Department Reports, 1358. The questions presented by the appellant, which are listed in Judge Kline's opinion, are precisely the questions presented in the present case and may be briefly summarized as follows: Cannot a minor, who has entered into a compensation agreement, avoid the same at his option when he subsequently discovers that he has a right to a more complete remedy at law because of the illegality of his employment, upon return, or offering to return the money received by him under the agreement?

In the course of his decision upon this question, the Judge refers to the several sections of the Act that have been quoted above and points out the circumstances surrounding the execution of the compensation agreement by the minor, the most significant of which was that the claimant's father was present, and he refers to the fact that the claimant continued to accept payments for a period of 18 weeks, the last payment having been made on a day subsequent to the filing of the petition to set aside. He also points out that there was no fraud, or improper conduct on the part of the defendant, that the minor had a right to enter into the contract under the law and con-

cludes from this latter proposition that there was no mistake of law. He also concludes that there was no mistake of fact, and he, therefore, dismissed the appeal. The matter was then taken to the Supreme Court, whose decision is reported as above set forth in 278 Pa., 467. The latter Court affirmed the judgment of the Lower Court and stated in the course of its opinion:

"We have examined the testimony and fail to find evidence of either coercion or misrepresentation on the part of the defendant or its representative or of any mistake of law or fact. On the contrary the agreement was entered into with full knowledge of the extent of the injury and in the presence of the plaintiff's father. Further plaintiff received and accepted payments under the agreement for 18 weeks without complaint or objection."

The ground upon which the referee distinguishes the present case from the Kline case lies in the fact that the father of Peter Monroe was not present at the time the Compensation Agreement was entered into, although his mother was present. This seems to us to be a narrow ground of distinction. We doubt very much whether Monroe's father could have enlightened his son on the intricacies of the law any better than Monroe's mother or the physicians at the hospital. Moreover, although the claimant received compensation for six months after the agreement, the father raised no objection.

It might with considerable force be contended that under this decision we have a rule prescribed for our guidance which would bar us from granting the claimant's petition. There is, however, some question as to the scope of the Supreme Court's decision, and it is contended that, if we find under the facts presented, that there has been a mistake of law or of fact, our conclusion will be final. Assuming this to be the law, we have endeavored to determine precisely wherein the mistake arose. No suggestion is made that the claimant did not know that he was signing a compensation agreement in September of 1923, or that his parents did not know that he had signed such an agreement during the period that he was receiving compensation thereunder after he left the hospital. In fact, it apparently is admitted that he knew throughout the entire ten or eleven months preceding the filing of his answer the nature of the paper he had signed.

So far as we are able to determine, therefore, the claimant's alleged mistake may be stated in this fashion. "I signed a compensation agreement, and received compensation under it for a period of six or seven months, and did not ask that it be set aside for some ten months. My failure to act was due to the fact that it was not until the expiration of that period that I was advised by my lawyer that, if I had not signed the agreement, I could have sued for damages and recovered more in that way than I can possibly get under the compensation law. Therefore, I believe I made a mistake in signing the agreement and I ask you to set it aside in order that I may proceed with my suit in the courts."

Under this statement of the situation, it would follow that the claimant himself does not yet know whether a mistake has been made. If he should succeed in his suit to recover substantial damages, he might well say, "I was mistaken, when I accepted compensation", but, if he should lose, he would be bound to say, "My original course was right."

He has nevertheless, asked us to determine that he has made a mistake. There are, it would appear two courses open to us if we should grant his request. Either we may accept the claimant's own opinion that he has made a mistake and in reliance upon that turn him over to his action for damages regardless of what our own opinion may be as to his chances of recovery, or we may undertake to act, (as his counsel suggests) "For the State in its capacity of '*parens patriae*'" and carefully weigh the advantages of his action in trespass, at best speculative, against his less spectacular but more certain returns from compensation, and either set the agreement aside or refuse to do so upon our determination as to the relative merits of the two proceedings.

We are convinced that we should not be justified in following the first course, for by so doing we would not be finding a fact ourselves, but would be accepting the finding of one of the parties, and the second course would appear to impose a duty upon us not contemplated by the act and one that would carry a grave responsibility. We are satisfied that it is not our function to determine a question of mistake upon our guess as to the outcome of a jury trial, or upon our faith in the soundness of the advice given by claimant's attorney.

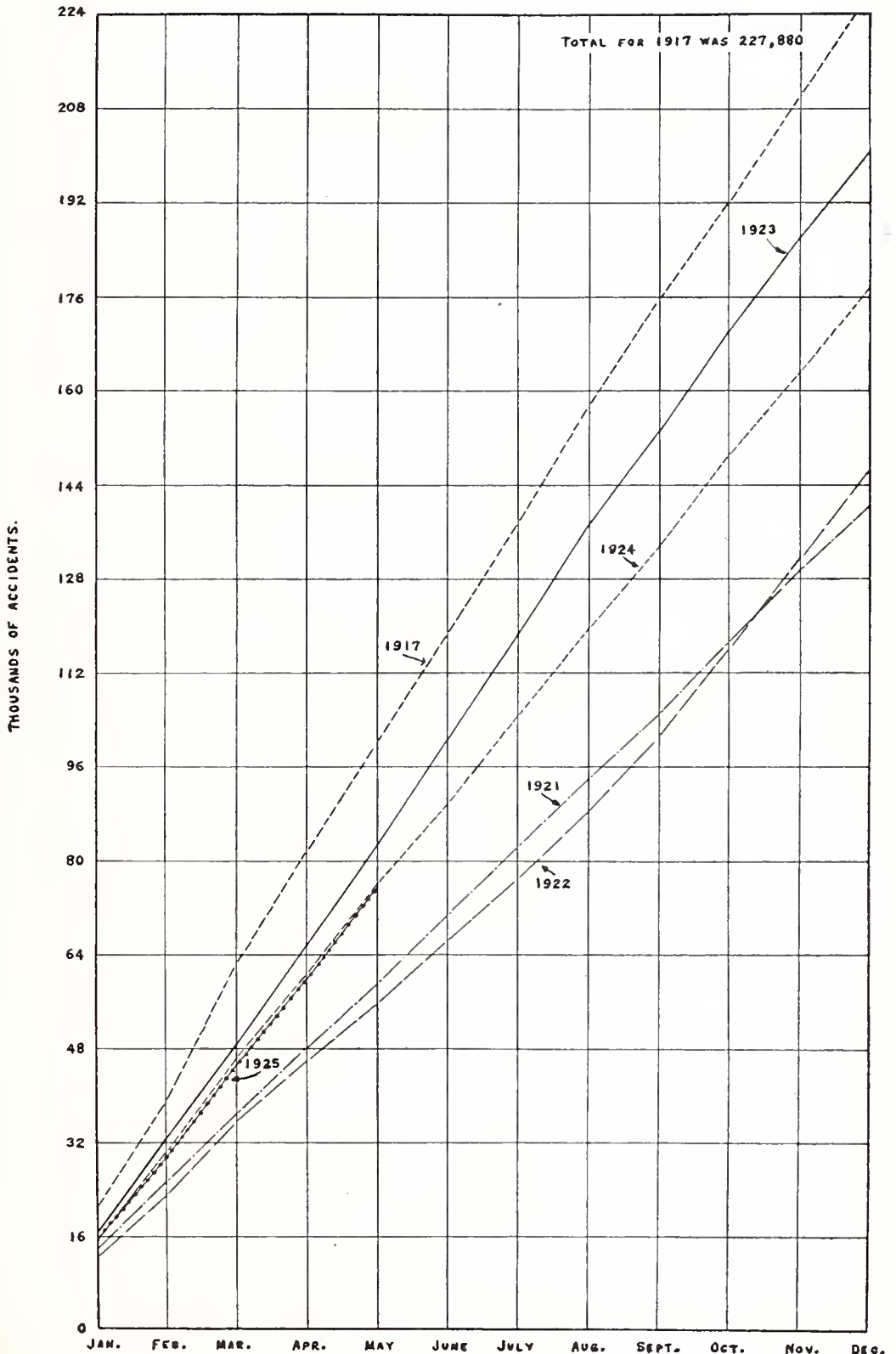
We are convinced that the referee, in this case, had before him insufficient testimony upon which to base his finding that the agreement had been signed by the claimant under a mistake of law or of fact, and we, therefore, reverse his action in setting aside the agreement and assign the case to Referee Shertz for further findings relative to the issue raised by the defendant's petition to terminate.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED.

MONTH	1921		1922		1923		1924		1925						
	FATAL	NON-FATAL	FATAL	NON-FATAL	FATAL	NON-FATAL	FATAL	NON-FATAL	FATAL	NON-FATAL					
January	196	18,776	13,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513	202	15,339	15,541
February	196	18,776	13,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513	202	15,339	15,541
	155	11,105	11,260	171	10,580	10,751	221	15,276	15,497	181	14,812	14,993	171	14,208	14,379
March	351	24,881	25,232	323	22,531	22,854	444	31,986	32,430	414	30,092	30,506	373	29,547	29,920
	172	11,563	11,735	172	12,582	12,754	222	15,653	15,875	212	15,989	16,201	161	15,517	15,678
	523	36,444	36,967	495	35,113	35,608	666	47,639	48,305	626	46,081	46,707	534	45,064	45,598
April	133	10,757	10,890	104	10,185	10,289	196	16,689	16,885	151	13,931	14,082	183	14,251	14,434
	656	47,201	47,857	599	45,298	45,897	862	64,328	65,190	777	60,012	60,789	717	59,315	60,032
May	168	10,877	11,043	116	9,572	9,688	226	17,384	17,610	157	13,940	14,097	171	14,523	14,694
	822	58,078	58,900	715	54,870	55,585	1,088	81,712	82,800	934	73,952	74,886	888	73,838	74,726
June	148	11,487	11,635	140	10,532	10,672	188	17,433	17,621	175	14,324	14,499			
	970	69,565	70,535	855	65,402	66,257	1,276	99,145	100,421	1,109	88,276	89,385			
July	160	11,196	11,358	124	10,263	10,387	221	17,749	17,970	185	14,917	15,102			
	1,130	80,761	81,891	979	75,665	76,644	1,497	116,894	118,391	1,294	103,193	104,487			
August	145	11,454	11,599	117	11,871	11,988	216	18,452	18,668	187	14,661	14,848			
	1,275	92,215	93,490	1,096	87,536	88,632	1,713	135,346	137,059	1,481	117,854	119,335			
September	164	11,241	11,405	138	12,307	12,445	173	15,504	15,677	167	14,230	14,397			
	1,439	103,456	104,895	1,234	99,843	101,077	1,886	150,850	152,736	1,648	132,084	133,732			
October	186	12,300	12,486	201	14,912	15,113	207	17,380	17,587	180	15,839	16,019			
	1,625	115,756	117,381	1,435	114,755	116,190	2,093	168,230	170,323	1,828	147,923	149,751			
November	154	11,665	11,819	260	14,824	15,084	163	15,532	15,695	194	13,389	13,583			
	1,779	127,421	129,200	1,635	129,579	131,274	2,256	183,762	186,013	2,022	161,312	163,334			
December	145	10,852	10,997	195	14,786	14,981	156	14,261	14,417	187	14,018	14,205			
Totals	1,924	138,273	140,197	1,890	144,365	146,255	2,412	198,023	200,435	2,209	175,330	177,539			

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

COMPARATIVE INDUSTRIAL ACCIDENT TRENDS THROUGH
SUCCESSIVE MONTHS BY SEPARATE YEARS.



COMMONWEALTH OF PENNSYLVANIA DEPARTMENT OF LABOR AND INDUSTRY.

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg: Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund.

BRANCH OFFICES

Allentown: Cooperative State Employment Office,
Y. M. C. A. Building.
State Workmen's Insurance Fund,
304 Colonial Building,

Altoona: Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.

Dubois: Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Rehabilitation,
245 West Long Avenue.

Erie: State Employment Office,
109 West Ninth Street.

Franklin: State Workmen's Insurance Fund,
310 Franklin Trust Building.

Greensburg: State Workmen's Insurance Fund,
309 Coulter Building.

Harrisburg: State Employment Office,
2nd & Chestnut Sts.
State Workmen's Insurance Fund,
18 So. 4th St.

Johnstown: State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane: Bureau of Workmen's Compensation,
Kane Trust and Savings Building.

Lancaster: Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Woolworth Building.

Meadville: Bureau of Inspection,
Masonic Building.

New Castle: Cooperative State Employment Office,
Y. M. C. A. Building,
West Washington Street,

Directory of Offices—Continued.

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- Oil City:Cooperative State Employment Office,
Y. M. C. A. Building.
- Philadelphia:State Employment Office,
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Board,
Manhattan Building,
Fourth and Walnut Streets.
State Employment Office for Women,
1504 Locust Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.
- Pittsburgh:Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Fulton Building.
State Employment Office,
416 Third Avenue.
State Employment Office for Women,
409 McCance Building,
305 Seventh Avenue.
State Employment Office, (Negro)
518 Wylie Avenue.
State Workmen's Insurance Fund,
401 Park Building.
- Pottsville:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.
- Reading:State Employment Office,
108 North Fifth Street.
- Scranton:State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund,
Union National Bank Building.
- Sunbury:State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.
- Wilkes-Barre:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Coal Exchange Building.
- Williamsport:Bureau of Inspection,
707 First National Bank Building.
Bureau of Workmen's Compensation,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building,
343 West Fourth Street.
- York:Bureau of Compensation,
Central National Bank Bldg..



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
STATISTICAL REVIEW OF INDUSTRIAL CONDITIONS

EMPLOYMENT

A considerable increase in the activities of the State Employment officers was noted in the month of June, 1925. Compared with June of 1924, calls for male employees increased 36 per cent. Calls for male employees during June, 1925, were also 24 per cent higher than in the month of May of this year. The number of calls for female employees in June, 1925, was 24 per cent higher than the number in June, 1924, and 14 per cent higher than in May, 1925. More male employees applied for positions during June, 1925, than in either June, 1924, or May, 1925. Fewer female employees applied for positions during June, 1925, than during June, 1924, but there was an increase of 19 per cent when compared with the month of May, 1925.

Reports from 636 identical firms show a decrease of .3 of 1 per cent in employment in June, 1925, when compared with May, 1925; a decrease of 3 per cent in the total weekly wages for the same period and a decrease of 2.6 per cent in the average weekly earnings.

Some notable increases in employment are seen in electrical machinery and apparatus, which last month reported a considerable reduction, automobiles, bodies, and parts; shipbuilding; confectionery and ice-cream; pottery; lumber and planing mill products and leather products. Several of these industries, however, report increases in employment at this time because of the fact that a number of low priced laborers were needed for work requiring but two or three weeks' time.

Total weekly wages increased in only 14 industries, the greatest increase appearing in confectionery and ice-cream. Average weekly wages increased in only 5 industries, with the hat industry leading with an increase of 8.4 per cent.

BUILDING PERMITS

Building permits issued in 19 cities in June, 1925, surpassed, in estimated cost, the permits issued in June, 1924, by almost \$4,000,000. All of the cities with but two exceptions, Reading and Uniontown, show increases rising as high as \$1,140,000; this increase being shown by Harrisburg. The total estimated cost of the buildings for which permits were issued for the first half of 1925 for these 19 cities is more than \$22,720,000 greater than the estimated cost for the same period of 1924.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS.

More industrial accidents were reported to the Bureau of Workmen's Compensation during the month of June, 1925, than in any previous month of this year. There were 199 fatal-industrial accidents reported during June, which record is second only to that of January, when 203 were reported. A classification of the fatalities shows 76 to have been reported by the coal-mining industry, 29 by transportation and public utilities and 94 by all other industries.

Of the 1,087 fatal accidents reported for the first six months of 1925, the anthracite coal industry was responsible for 296, transportation and public utilities 169, the bituminous coal industry 167, the metal industries 159 and building and contracting 112. Fatal injuries to State and Municipal employees number 40 for the six months' period.

There was an increase in practically all of the permanent disability cases during the month of June, especially in the miscellaneous cases and eye losses. The former shows an increase of 14, the latter an increase of 12. The total amount of compensation awarded for this type of injury for the first six months of 1925 is more than \$1,451,000.



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

ACTIVITIES OF STATE EMPLOYMENT OFFICES
JUNE, 1925

MEN

WOMEN

	Persons ap- plying for positions		Persons ask- ed for by employers		Persons ap- plying for positions		Persons ask- ed for by employers		Persons sent to post- itions		Persons re- ceiving po- sitions	
	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924
Agriculture.....	200	226										
Building Trades.....	1200	931	211	191	146	148	150	571	85	57	60	46
Machinery and Metals.....	1398	1104	773	571	730	505	636		222	94	117	64
Clerical.....	500	367	925	408	791	417	98	270	14	16	14	16
Hotel & Inns.....	1101	1163	193	80	190	71	1162	1029	622	528	629	525
Mine & Quarry.....	69	87	589	527	579	513	360	423	231	927	172	172
Transportation.....	318	354	16	45	45	48	821	919	330	315	390	281
Railroads.....	163	138	131	156	121	138			498			
Common Labor.....	4704	3231	130	90	85	70	155	164	50	15	44	14
Miscellaneous.....	1071	953	717	1962	748	563	271	194	25	25	21	23
				579			221	163	36	78	31	37
							187	230	48	50	41	42
Total (5 wks).....	10724	8551	7279	4669	6063	4299	4068	4146	1481	1405	1510	1220
Retentions.....					31	21					0	1
May (4 wks).....	8170		5515		5107		3293		1688		1357	
April (4 wks).....	8318		5953		5014		3431		1666		1413	
March (5 wks).....	9740		6208		5883		4168		1792		1464	
June 1923 (4 wks).....		13805		11937		10989		3130	2927	1928		1730
June 1922 (5 wks).....		22738		14466		12626		4544	2572	2138		1910

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Reporting	Number of wage earners— week ended		Total weekly wages— week ended		Average weekly earnings— week ended	
		June 15, 1925	May 15, 1925	June 15, 1925	May 15, 1925	June 15, 1925	May 15, 1925
ALL INDUSTRIES (39).....	636	247,298	248,112	\$6,273,087	\$6,464,857	\$25.37	\$26.05
METAL MANUFACTURES:	242	135,507	137,518	3,666,073	3,797,688	27.05	27.62
Automobiles, bodies, and parts.....	17	1,447	6,807	215,464	206,101	30.01	30.01
Car construction and repair.....	12	13,091	13,185	383,796	381,834	28.96	28.96
Electrical machinery and apparatus.....	18	6,203	5,617	136,979	132,956	22.08	22.08
Engines, machines, and machine tools.....	21	7,141	7,032	208,801	203,160	29.24	29.09
Foundries and machine shops.....	51	9,225	9,330	256,788	263,612	27.81	27.81
Heating appliances and apparatus.....	14	3,309	3,436	95,021	98,743	27.05	28.37
Iron and steel blast furnaces.....	12	13,664	14,690	363,270	416,093	26.59	28.32
Iron and steel forgings.....	12	4,060	4,275	91,423	101,791	22.52	23.81
Steel works and rolling mills.....	42	43,105	44,835	1,156,280	1,211,749	26.82	27.02
Structural iron works.....	9	2,817	2,695	72,801	71,431	25.84	26.80
Miscellaneous iron and steel products.....	28	21,487	21,452	577,854	608,912	26.89	27.90
Shipbuilding.....	3	3,758	3,576	108,596	99,306	28.90	27.77
TEXTILE PRODUCTS:							
Carpets and rugs.....	147	47,378	47,233	1,017,933	1,004,636	21.49	22.54
Clothing.....	11	3,423	3,526	86,728	90,515	25.34	25.67
Hats, felt and other.....	16	2,461	2,398	44,905	48,044	18.00	18.49
Cotton goods.....	13	4,309	4,293	114,905	105,612	26.67	24.61
Silk goods.....	39	3,312	3,407	81,843	89,156	24.71	24.71
Woolens and worsteds.....	16	16,324	15,767	333,222	333,222	20.48	20.04
Knit goods and hosiery.....	38	5,958	5,769	114,271	121,782	19.18	21.13
Dyeing and finishing textiles.....	9	10,364	10,588	219,449	244,653	21.17	23.11
		1,224	1,285	29,287	31,622	23.87	24.61
FOODS AND TOBACCO:							
Bakeries.....	66	16,447	16,039	350,554	342,979	21.31	21.38
Confectionery.....	20	3,847	3,704	111,304	111,005	28.93	29.97
Sausage and ice cream.....	18	5,519	5,091	116,525	103,957	21.41	20.81
Slaughtering and meat packing.....	11	1,821	1,827	50,572	50,784	27.77	27.80
Cigars and tobacco.....	17	5,260	5,417	72,153	75,233	13.72	13.89
BUILDING MATERIALS:							
Brick, tile, and terra cotta products.....	54	18,929	18,613	527,719	529,019	27.88	28.38
Cement.....	12	2,212	2,261	50,870	53,768	23.00	23.78
Glass.....	14	7,520	7,382	218,760	215,072	29.06	29.22
Pottery.....	24	8,376	8,275	236,826	238,920	28.28	28.87
	1	821	725	21,244	20,689	25.88	28.54
CHEMICALS AND ALLIED PRODUCTS:							
Chemicals and drugs.....	27	7,544	7,375	209,847	212,065	27.82	28.76
Paints and varnishes.....	16	922	951	25,150	26,881	27.31	28.27
Petroleum refining.....	6	635	614	17,794	18,002	28.02	29.32
	5	5,987	5,898	166,878	167,182	27.87	28.78
MISCELLANEOUS INDUSTRIES:							
Lumber and planing mill products.....	100	21,493	21,395	500,961	518,110	23.31	24.33
Furniture.....	8	3,110	2,524	57,774	48,420	18.58	18.18
Leather tanning.....	16	1,990	2,021	42,713	45,468	21.16	22.50
Leather products.....	18	5,313	5,152	130,353	129,187	24.57	25.08
Books and shoes.....	4	218	291	5,005	4,709	22.96	23.43
Taper and pulp products.....	12	3,670	4,001	63,186	71,355	17.22	17.83
Printing and publishing.....	21	3,440	3,420	92,710	92,710	25.43	25.43
Rubber tires and goods.....	18	2,815	2,881	89,852	94,249	31.91	32.71
	3	937	1,106	24,412	32,342	26.05	29.24



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

BUILDING PERMITS ISSUED IN CITIES IN PENNSYLVANIA
DURING THE MONTH OF JUNE

CITIES	1925			1924			January to June, Inclusive, 1925		January to June, Inclusive, 1924	
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Estimated Cost	Per- mits	Estimated Cost
Allentown	117	201	\$762,050	95	132	\$299,610	477	\$3,844,910	583	\$2,802,910
Altoona	176	183	535,342	233	238	334,936	1,043	1,903,934	1,131	1,972,657
Bethlehem	61	61	636,446	48	48	242,500	269	1,492,771	271	924,080
Bradford	47	47	82,085	32	32	32,035	224	465,315	152	451,333
Easton	44	44	179,558	46	46	176,748	198	1,563,954	240	1,293,098
Harrisburg	72	83	1,247,946	59	70	107,000	451	2,915,526	505	3,772,665
Lancaster	86	86	357,410	103	103	218,405	470	2,243,946	590	2,798,710
McKeesport	239	239	1,099,877	88	88	175,780	637	2,198,422	404	1,505,283
Meadville**	17	17*	132,010				97	459,885		
New Castle**	93	93*	106,255				669	1,386,165		
Philadelphia	1,310	2,304	11,156,450	1,561	2,040	11,108,880	7,420	86,014,515	8,328	72,568,485
Pittsburgh	812	812*	3,932,943	900	900*	3,146,638	4,485	23,553,254	4,164	17,848,132
Reading	214	215	361,500	309	318	598,695	1,342	3,210,944	1,588	3,548,022
Scranton	157	157	660,860	195	195	461,325	994	4,315,430	970	2,651,950
Uniontown	7	7	41,700	23	23	898,950	111	1,107,751	179	1,836,330
Warren	11	11	262,450	16	16	68,305	94	597,626	72	370,985
Wilkes-Barre	156	156	441,585	141	141	425,907	801	2,510,719	835	2,192,429
Williamsport	94	94	352,692	94	94	193,197	534	1,341,508	578	743,624
York	116	116	419,796	171	171	311,060	710	2,050,460	1,033	1,329,939
Total	3,719	4,816	\$22,440,360	4,123	4,664	\$18,799,921	20,229	\$141,330,965	21,623	\$118,609,752

* Operations not given.
** Not included in totals for comparative purposes.

NEW BUILDINGS, ALTERATIONS, AND REPAIRS IN CITIES IN PENNSYLVANIA
FOR THE MONTH OF JUNE

CITIES	1925			1924			1924			1924		
	New Buildings		Alterations, Repairs, Etc.	New Buildings		Alterations, Repairs, Etc.	New Buildings		Alterations, Repairs, Etc.	New Buildings		Alterations, Repairs, Etc.
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost
Allentown	84	165	\$716,425	33	36	\$45,625	62	99	\$251,200	33	33	\$48,410
Altoona	103	110	510,898	73	73	24,554	91	96	318,568	142	142	16,368
Bradford	34	34	75,685	13	12	6,400	30	30	30,935	2	2	1,100
Easton	17	17	138,783	27	27	40,775						
Harrisburg	55	63	1,223,346	17	20	24,600	43	51	87,775	16	16	19,225
Lancaster	42	42	331,275	44	44	25,835	45	45	189,750	58	58	28,655
McKeesport	197	197	985,925	42	42	23,952	53	53	117,845	35	35	57,885
Meadville	8	8*	126,200	9	9*	5,810						
New Castle	64	64*	79,600	26	26*	26,655						
Philadelphia	770	1,743	10,655,520	561	561	500,930	824	1,287	10,030,865	737	737	1,072,015
Pittsburgh	549	549*	3,781,583	263	263*	203,360	604	604*	2,634,651	305	305*	512,007
Reading	51	52	257,440	163	163	124,100	86	95	193,900	223	223	104,795
Uniontown**	7	7	41,700				23	23	898,950			
Warren	7	7	239,050	4	4	3,400	8	8	64,875	8	8	3,430
Wilkes-Barre	70	70	326,911	86	86	114,674	68	68	316,142	73	73	109,765
Williamsport	56	56	345,800	38	38	6,892	48	48	183,008	46	46	9,589
York	42	42	238,640	74	74	181,106	71	71	285,085	100	100	25,975

* Operations not given.
** No permits required for alterations or repairs outside walls or roofs are shown.



DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

ACCIDENT REPORTS RECEIVED BY THE BUREAU OF WORKMEN'S COMPENSATION

AGREEMENTS APPROVED

1925	Fatal	Permanent Disability	Temporary Disability	Total
January.....	202	152	15,137	15,541
February.....	171	127	14,081	14,379
March.....	161	132	16,355	15,678
April.....	133	127	14,124	14,434
May.....	130	14,393	14,694	14,694
June.....	199	160	15,496	15,855
....Total.....	1,087	828	88,666	90,581
1924				
July.....	135	139	14,778	15,102
August.....	137	112	14,549	14,848
September.....	167	136	14,034	14,397
October.....	150	118	15,721	16,019
November.....	194	106	13,233	13,583
December.....	187	132	13,886	14,205
*Grand Total.....	23,761	6,858	1,720,248	1,750,879

COMPENSATION AWARDED AND PAID

1925	Fatal Comp. Awarded	Fatal Comp. Paid	Disability Comp. Paid	Total Comp. Paid
January.....	\$ 641,085	\$ 321,574	\$ 680,555	\$ 1,012,129
February.....	437,462	243,520	551,749	799,263
March.....	440,868	243,636	670,200	913,855
April.....	544,427	303,905	521,024	824,922
May.....	536,570	289,804	723,059	1,012,863
June.....	358,888	229,889	730,810	960,699
Total.....	\$ 2,959,300	\$ 1,642,348	\$ 3,877,397	\$ 5,519,745
1924				
July.....	\$ 466,672	\$ 288,725	\$ 498,713	\$ 785,483
August.....	427,772	254,811	526,265	781,077
September.....	577,349	297,789	506,767	804,556
October.....	460,194	322,568	525,484	848,032
November.....	350,387	286,052	533,521	819,577
December.....	415,996	263,122	606,408	869,533
*Grand Total.....	\$51,936,963	\$20,019,425	\$45,554,480	\$65,573,911

**PERMANENT INJURIES

1925	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
January.....	9	\$ 16,873	6	\$ 14,900	18	\$ 36,217	11	\$ 19,282	52	\$ 78,204
February.....	7	16,624	4	10,241	14	25,831	14	24,430	39	57,199
March.....	10	23,357	5	11,172	13	26,601	13	23,389	36	53,599
April.....	15	33,660	9	22,554	21	42,900	9	15,480	54	80,399
May.....	2	4,386	6	14,458	16	32,124	15	26,668	43	63,466
June.....	7	17,342	8	18,060	21	40,110	21	33,727	51	81,433
Total.....	50	\$ 114,242	38	\$ 91,388	103	\$ 203,783	83	\$ 148,026	275	\$ 414,288
July.....	7	\$ 17,548	8	\$ 7,740	17	\$ 34,632	11	\$ 19,152	42	\$ 64,429
August.....	7	17,443	6	14,001	21	42,734	8	14,088	49	71,759
September.....	10	23,640	4	9,890	11	21,473	10	17,730	42	65,963
October.....	11	26,639	4	10,020	11	23,100	12	20,457	47	72,000
November.....	7	17,750	6	15,480	17	32,137	11	20,900	61	92,031
December.....	11	23,344	11	27,500	25	51,193	13	24,400	59	90,580
*Grand Total.....	1,025	\$1,885,423	713	\$1,531,939	2,322	\$4,105,901	1,285	\$2,052,488	5,622	\$7,624,947

***PERMANENT INJURIES—(Continued)

1925	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amt. Paid
January.....	105	\$ 33,541	99	\$ 18,266		\$ 19,332	\$ 236,616	\$ 278,870
February.....	116	37,485	92	17,481		20,426	209,728	233,632
March.....	132	42,841	100	18,782		21,134	221,847	280,480
April.....	150	48,994	116	21,274		3,620	270,875	144,935
May.....	124	43,460	117	20,290		7,432	212,134	274,558
June.....	110	38,212	102	18,412		41,756	300,053	335,947
Total.....	737	\$ 245,533	626	\$114,235		\$ 119,700	\$1,451,343	\$ 1,548,462
July.....	95	35,154	97	\$ 17,706		\$ 4,118	\$ 200,476	\$ 192,853
August.....	92	31,439	84	15,941		13,856	20,781	216,520
September.....	114	40,085	72	13,215		9,460	203,462	215,236
October.....	116	41,254	132	23,498		22,025	241,003	203,957
November.....	109	36,189	71	15,162		5,560	235,259	178,693
December.....	104	38,231	105	17,999		9,922	283,169	270,888
*Grand Total.....	2,988	\$1,000,832	2,988	\$1,000,832				

*Since the inception of the Act—January 1, 1916.

****Multiple losses separated respectively.**



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

*Days Lost from Accidents Reported to the Bureau of Workmen's Compensation During the First Six Months of 1925

CAUSE	Building and Contracting.	Chemicals and Allied Products.	Clay, Glass and Stone Products.	Clothing Manufacture.	Food and Kindred Products.	Leather, Rubber and Composition Goods.	Liquors and Beverages.	Lumber and its Manufacture.	Paper and Printing Industries.	Textiles.	Laundries.	Metals and Metal Products.	COAL MINES		Transportation and Public Utilities.	Quarries and Mines Other Than Coal.	Tobacco and its Products.	Miscellaneous Industries.	Hotels and Restaurants.	Mercantile Establishments.	Jobbers and Warehouses.	Municipalities.	Total.
													Anthracite.	Bituminous.									
Machinery	34,324	1,700	26,792	7,717	24,208	15,693	134	59,046	13,294	31,159	550	258,708	13,213	42,792	2,114	18,744	1,462	6,424	2,090	9,404	896	16,524	586,988
Boilers	45	83	4	15	44	.....	.....	21	82	.....	12	12,121	6,043	10	217	17	12	46	28	.....	.....	22	18,822
Pumps, Compressors & Prime Movers.	15,012	10,139	495	.....	6,199	27	69	843	6,033	17	.....	9,082	6,963	6,104	6,404	108	.....	77	14	6,030	8	16	73,241
Transmission	6,755	12,502	6,254	78	6,107	6,320	.....	124	6,121	167	.....	25,260	9,445	339	823	13,357	.....	71	.....	44	.....	22	93,789
Elevators	7,286	196	392	121	6,556	39	.....	6,120	182	12,337	.....	25,298	11,522	24,155	6,535	6,062	6,090	6,581	6,181	604	712	69	126,542
Cranes & Derricks	59,336	2,280	6,469	36	6,807	105	10	100	110	6,094	.....	195,462	6,709	8,093	18,645	12,400	.....	129	3	158	174	6,188	320,308
Cars & Engines.....	80,547	18,456	22,652	5	6,450	74	56	625	279	50	.....	182,128	380,439	337,513	618,734	30,715	6,017	6,375	24	688	212	6,688	1,698,727
Motor Vehicles	39,112	24,579	419	211	7,288	93	35	345	280	405	52	37,175	6,289	335	178,183	6,242	15	19,314	160	14,400	1,443	53,191	389,566
Horse Vehicles	859	429	423	3	283	10	3	13,348	28	52	12	182	6,397	363	38,930	234	.....	714	13	474	68	13,650	75,905
Hand Trucks	2,120	465	3,090	95	6,819	440	15	746	6,902	628	68	28,833	252	324	5,017	297	71	329	66	486	476	125	57,665
Water Craft	12,267	32	.....	.....	.....	.....	.....	.....	.....	.....	.....	6,046	5	24	137	11	.....	.....	.....	.....	9	18,531	
Handling Objects	38,936	12,390	22,031	7,929	12,009	3,998	409	8,066	2,819	4,032	198	156,766	46,472	31,035	30,008	2,741	418	11,544	8,066	7,705	8,688	5,066	421,296
Hand Tools	38,631	1,659	2,648	899	2,312	726	89	10,618	1,449	1,190	66	52,403	19,735	29,325	24,150	7,931	104	2,919	924	4,316	6,106	4,680	213,180
Electricity	36,370	12,016	6,141	55	6,036	87	.....	21	78	66	.....	55,256	36,978	6,858	109,050	75	.....	47	14	50	6	18,631	286,935
Explosives & Explosions	14,522	24,467	6,152	12	119	10	37	22	34	65	.....	31,165	364,979	61,190	12,292	13,437	.....	6,369	6,122	102	6,973	12,393	559,502
Hot & Corrosive Substances	21,115	7,366	13,437	195	1,414	570	67	228	791	999	71	86,987	19,712	7,281	10,303	6,233	29	1,061	7,276	780	159	30,722	216,787
Falling Objects	119,278	18,923	15,059	323	7,241	2,214	39	8,603	888	764	.....	99,850	26,274	7,689	22,303	10,310	33	1,129	170	1,506	493	19,218	362,517
Falling Objects (Mines & Quarries)....	120	.....	12,618	.....	.....	.....	.....	.....	.....	.....	.....	14	927,497	680,370	.....	19,186	.....	.....	.....	.....	77	1,639,882	
Fall of Persons	219,196	15,496	28,183	7,423	4,184	7,000	6,455	3,928	2,117	9,250	6,227	138,934	68,506	31,048	105,703	7,103	387	19,827	8,519	21,818	7,653	41,448	768,585
Stepping upon or Striking Against Objects	9,530	788	3,571	831	2,320	543	14	6,819	808	1,575	200	23,152	27,216	4,687	3,917	322	185	1,578	741	9,009	563	1,111	99,520
Miscellaneous Causes	93,338	12,718	25,819	234	879	6,155	89	637	6,263	6,404	37	69,487	18,917	9,854	40,163	381	.....	21,032	159	7,229	212	50,648	400,647
Total	839,699	176,684	292,559	26,183	167,279	44,134	7,192	119,369	48,558	75,254	7,493	1,493,259	2,032,993	1,289,389	1,233,628	155,906	14,823	105,896	40,562	94,803	33,743	279,208	8,428,905

*WEIGHTED ACCORDING TO THE SCALE OF TIME LOSSES FOR WEIGHING INDUSTRIAL ACCIDENT DISABILITIES RECOMMENDED BY THE INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS.



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

Accidents Reported to the Bureau of Workmen's Compensation During the First Six Months of 1925

CAUSE	Building and Contracting		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing Manufacture		Food and Kindred Products		Leather, Rubber and Composition Goods		Liquors and Beverages		Lumber and its Remanufacture		Paper and Printing Industries		Textiles		Laundries		Metals and Metal Products		COAL MINES				Transportation and Public Utilities		Quarries and Mines Other Than Coal		Tobacco and its Products		Miscellaneous Industries		Hotels and Restaurants		Mercantile Establishments		Jobbers and Warehouses		Municipalities		Total	
	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.		
Machinery	3	338		66	1	251		340	1	230	1	205		9	2	597		372	3	571		42	17	4,128	1	260	5	432		53	2	54		66		186		45		142		26	2	60	38	8,473
Boilers		3		3		1		1		4						1		3				1	2	12	1	5		1		11		1		1		2		1			2	3	53			
Pumps, Compressors and Prime Movers	2	39	1	25		11			1	10		2		2		8	1	2		2			1	44	1	21		31	1	12		4				10		1	1	2		1	2	9	229	
Transmission	1	7	2	15	1	17		5	1	6	1	3				8	1	11		9			3	51	1	29		22		5	2	10				3			4			2	13	207		
Elevators	1	55		12		13		6	1	34		4			1	9		14	2	19			4	66	1	31	4	10	1	14	1	2	1	1	1	28	1	14		42		15	4	19	393	
Cranes and Derrieks	7	391		30	1	37		2	1	29		5		1		8		8	1	8			26	1,119	1	53	1	21	2	82	2	32			4		1		10		12	1	7	43	1,860	
Cars and Engines	13	172	3	36	3	257		1	1	23		3		2		43		22		4			21	1,695	51	3,324	43	3,269	89	2,056	4	107	1		1	18		1		51		16	1	32	231	11,134
Motor Vehicles	6	184	4	29		28		11	1	52		5		3		27		21		20		3	3	471	1	19		16	22	2,423	1	17		1	3	58		5	2	126		57	8	288	51	3,864
Horse Vehicles		53		20		20		1		17		1		1	2	65		1		2		1		10	1	22		26	5	568		9			33		2		24		4	1	122	9	1,002	
Hand Trucks		166		44		233		6	1	76		33		1		52	1	77		48		6	2	1,062		19		18		316		20		5		26		7		42		38		9	4	2,304
Water Craft	2	16		4																		1	4		1		3		11		2										2	3	43			
Handling Objects	1	1,818	1	351	2	966	1	130	1	478		159		33	2	467		252		280		17	11	6,050	3	2,229	2	1,271	2	1,346		203		33	1	308	1	147		540	1	209		217	29	17,504
Hand Tools	3	850		121		220		51		189		62		8	1	306		77		84		3	2	2,381		1,527		1,427	2	558	1	143		10		115		72		249	1	35		103	10	8,591
Electricity	6	20		2	1	10		3	1	4		7				2		5		6			9	100	6	69	1	81	18	79		5			3		2		4		1	3	3	45	406	
Explosives and Explosions	1	55	6	26	1	14		1		6		3		3		2		2		5			5	87	58	373	8	118	2	22	2	17			1	25	1	1		10	1	3	2	13	88	795
Hot and Corrosive Substances	3	255	1	125	2	145		13		107		49		5		21		63		83		8	11	1,616	3	147	1	107	1	226	1	26		2		74	1	100		59		13	5	53	29	3,297
Falling Objects	17	958	3	73	2	243		26	1	90		30		4	1	157		62		65			11	1,785	4	191	1	98	3	288	1	90		3		83		16		113		27	3	68	47	4,473
Falling Objects (Mines and Quarries)		7				44																	2	144	3,453	96	3,514			3	87											7	245	7,114		
Fall of Persons	31	1,574	2	211	4	333	1	97		281	1	84	1	26		185		175	1	232	1	15	18	1,975	9	1,152	1	466	15	1,009	1	76		20	2	422	1	153	4	508	1	97	6	281	103	9,372
Stepping Upon or Striking Against Objects		838		84		332		73		161		48		2	1	79		77	1	130		11	2	1,068	3	976		371		353		28		14		126		54	1	234		42		90	8	5,091
Miscellaneous Causes	15	280	2	56	4	154		16		61	1	17		4		48	1	22	1	35		4	10	824	7	657	1	307	6	362		32			3	124		13	1	95		18	8	160	60	3,289
Total	112	8,079	25	1,333	24	3,229	2	783	11	1,858	4	720	1	104	10	2,085	4	1,296	9	1,603	1	111	159	21,550	296	14,561	167	11,609	169	9,794	21	965	2	158	12	1,648	5	644	9	2,255	4	614	40	1,525	1,087	89,494

*F.=Fatal N. F.=Non-Fatal.



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
RICHARD H. LANSBURGH, Secretary

AUGUST

LABOR AND INDUSTRY

Vol. XII



No. 8

Featuring

**Accident Prevention Organization
For the Small Plant**

PREVENTING MAN FAILURE

Harrisburg, Penna.
1925

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COMMONWEALTH OF PENNSYLVANIA

NOTICE.

The printing of the statistical tables and inserts for the August Bulletin of "Labor and Industry" has been delayed.

They will be mailed with the September Bulletin.

DEPARTMENT OF LABOR AND INDUSTRY

RICHARD H. LANSBURGH, *Secretary*

S. S. RIDDLE, *Deputy Secretary*

**COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY**

RICHARD H. LANSBURGH, Secretary

AUGUST

LABOR AND INDUSTRY

Vol. XII



No. 8

**Harrisburg, Penna.
The Telegraph Press
1925**

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ACCIDENT PREVENTION ORGANIZATION FOR THE SMALL PLANT

BY C. B. AUDEL

President, The National Safety Council

For the benefit, more particularly of the smaller manufacturer or employer, attempt will be made in this article to set forth briefly the advantages of proper plant organization for the reduction of accidents.

It may be stated at the outset that the main reason why industrial accidents have reached their present proportions is because there has been no established medium or bureau, until comparatively recently, where the number, kinds, and severity of accidents could be compiled; and the results, with remedial suggestions and measures, broadcast to employers and the public generally. No one appreciated the growing seriousness of the problem until, through its very enormity, it began to draw attention to itself.

To the credit of the industries be it said that it was they who began fifteen or twenty years ago to study this problem of accident prevention in a systematic way.

There was, however, no realization on the part of anyone at that time that the problem was more than one of installing safety devices on tools and equipment,—sufficiently hard to do in many cases. There was no idea that it was at all complex, involving, as it has since been demonstrated, not only the workers themselves, but the nearby community and the public as well; its health, morals, and manner of living.

THE INDUSTRIES ATTACK THE PROBLEM

The industries, with little to guide them in the way of data, proceeded to attack the problem on the basis outlined; but, although each individual plant entering into the work made considerable headway in actual safeguarding, accidents continued. When opportunity now and again offered for the men engaged in this work to meet and exchange views, it was found that the experience of one was the experience of all. Safeguarding of tools and equipment was clearly not the whole solution, but no answer was forthcoming as to what was.

MECHANICAL SAFEGUARDS NOT ENOUGH

Continued effort and research over the intervening years now indicate that mechanical or equivalent safeguarding may only be expected, at the best, to reduce accidents in an unguarded plant by 25 or possibly 35 per cent, while proper organization may decrease them approximately a further 25 per cent, leaving the balance to the education of the workers and the public, as already intimated. This last item is a rather large order in

itself; but, without going into detail, it may be said that no employer can remain isolated in this work if he expects to make the most headway in his own plant, or if he expects to see the work of accident prevention progress as a whole. He must get outside of his plant, attend and take part in safety conferences and community gatherings, where he can not only contribute out of his own experience, but receive from the experience of others.

As long as "labor-turnover" continues, no employer should count on receiving from other employers, workers who have been properly instructed in safety, if he does not in like manner instruct his own. He should also publish, through various channels, his experiences and views so that other employers may profit thereby instead of each having to learn through the costly school of experience. For this reason, the visits of State Factory Inspectors should be looked upon by employers generally as an invaluable service which is rendered not at a price, but gratuitously. The inspectors usually bring with them facts as to accidents that have occurred in other plants, showing that if similar tools, not guarded in one's own plant, have produced accidents in other plants, you would better act on the experience of others than wait and ultimately pay for an accident more than the cost of the guards would have entailed.

FIRST STEPS IN SAFETY ORGANIZATION

One of the first steps to take in the organization of a small plant along safety lines is to place such work under the authority of one man, who will give either part or all of his time to it, as the case may require. An inventory should then be taken by him of the work to be done, principally mechanical safeguarding, and an approximation made of the cost involved with a fair additional allowance for contingencies including the expenses of bulletin boards and bulletins, safety meetings within the plant, attendance at safety meetings away from the plant and so on. The plant management should preferably set aside a fixed amount to be spent on safety work each month, so that it can be carried forward at a regular rate, not intermittently or in a haphazard way.

CLASSIFICATION OF MECHANICAL SAFEGUARDS

The work of mechanical safeguarding should be divided into two classes: a and b, the former, involving serious accident hazards, should be given preference over those in class b, which, while also involving hazards, are not of a serious character. Drawings are hardly necessary, except in an occasional instance, as the work can usually be done from sketches. Tools or equipment taken down for repair should not be replaced without first being guarded; nor should new tools or equipment be purchased unless adequately guarded by the manufacturer.

By following this plan, all tools and equipment throughout a plant will be eventually guarded; but if there is any rearrangement in the location of tools, the inventory should be repeated, since certain items, which may not have needed guarding by virtue of their original position, may present hazards when relocated.

SUPERVISION OF PLANT AND MEN

This would fall far short of what is necessary, however, were no other steps taken. Experience has shown that a "follow-up" at short intervals is advisable to see not only that guards are not removed, but that workmen are handling their tools correctly; that they are not wearing gloves around moving machinery; that they are wearing goggles where their absence would prove a hazard; that they are not chipping toward an aisle or, if so, that a screen is in position; that dinner pails, coats or hats are not hung on water valves or over fire signals; and that aisles are not blockaded.

Such inspection may be enlarged upon to a very great extent and made so methodical as to reduce to a minimum the possibility of overlooking items requiring inspection. In one organization, a safety calendar has been developed as shown in Fig. 1, and all items listed are inspected at the intervals given. Ladders, trucks, window belts—are all numbered so that none can be overlooked.

This inspection work can either be done by the individual directly in charge of safety work, or it can be delegated to one or more workmen who, when thus engaged on safety patrol for one or more hours and on one or more days each week, should be paid at their regular earned hourly rates. Their findings should be reported preferably to the head of the safety department.

DEPARTMENTAL AND PLANT MEETINGS

Departmental meetings should be held at regular intervals and plant meetings occasionally, at which various matters pertaining to safety should be discussed. The departmental meetings should be attended by the foremen of the department, the safety patrol, the head of the safety department, perhaps some of the workmen; and should be presided over by the general foreman or superintendent.

When a plant meeting takes place, the workmen, and others may, of course, be asked to attend. Many safety men are afraid to recommend safety meetings because they do not know how to prepare programs. The plant meetings are comparatively easy to develop, consisting, as they usually do, of opening remarks by the manager or superintendent, sometimes followed by the safety man with a statement of what the plant has actually accomplished, and what is anticipated. He may be followed by the "speaker of

SAFETY INSPECTION CALENDAR

ANNUALLY

CRANE OPERATORS

ELEVATOR TANKS

TOOL AND EQUIPMENT INVENTORY

SEMI-ANNUALLY

ELECTRICAL HAZARDS

FOOD HANDLERS

FIRE DRILLS

STRETCHER CABINETS

WINDOW HOOKS

TRUCKS

WINDOW CLEANERS BELTS

STAIR TREADS AND RAILINGS

MUSHROOM TOOLS

LADDERS

GAS MASKS

BELT LACER

QUARTERLY

EMERY WHEELS

WARNING SIGNS

ACETYLENE GENERATORS

GOGGLES STERILIZING OUTFITS

MONTHLY

VENT PIPES

FLOOD GATES

SAFETY MEETINGS

WEEKLY

FIRST AID CABINETS

BULLETIN BOARDS

CONTINUOUS

DIP TANKS, ELEVATORS, CRANES, CRANE SLINGS, VENTILATING
FANS, FIRE EQUIPMENT

FIRE EXTINGUISHERS, BUCKETS, DOORS, VALVES, HOSE, SAW-
DUST BOXES, INDICATOR POSTS AND HYDRANTS

FIG. 1. A SAFETY INSPECTION CALENDAR WHICH, WITH SLIGHT MODIFICATION, MAY BE USED BY ANY INDUSTRY

the evening," if an outside safety man has been invited from some other concern, and the program may be concluded with a moving picture.

It is, however, the departmental meetings, which should be held more frequently, say at intervals of from one to three months. These meetings the safety man is likely to neglect, but they should cause no difficulty. Either the superintendent, general foreman, or safety man, should open the meeting, which may, at once, resolve itself into a discussion of the accidents that have happened since the preceding meeting, of how to prevent their recurrence, the progress that has been made on safety recommendations that have been adopted and so on. In any event, there should be an informal round-table discussion in which all present should participate more or less.

A list of questions, such as appeared in the July, 1924, issue of the bulletin *Labor and Industry* of the Pennsylvania Department of Labor and Industry, can be used to excellent advantage, being amplified from time to time as the meetings are continued.

SAFETY STATISTICS

The head of the safety work should, of course, maintain certain records and among these should be the total number of accidents over a period, their frequency, and severity, cost, and compensation.

EXPLANATION OF STATISTICAL TERMS

Some explanation of "frequency" and "severity" may be desirable, since these terms are comparatively new and, as a matter of fact, have been modified several times since their original adoption by the International Association of Industrial Accident Boards and Commissions.

As at present understood, however, accident frequency, or the frequency rate, is simply the number of accidents per 1,000,000 hours all employes worked or were exposed to accident during a given period as a month or a year. (See example)

If the total number of disabling accidents occurring in one year be divided by the total hours worked by everyone in the plant during the year, the result would be the number of accidents occurring in one hour; but as this would be only a very small decimal or part of one accident and too small to be practical, it is multiplied by 1,000,000 hours to bring it to a larger figure.

Similarly, accident severity or the severity rate is the number of days lost per 1,000 hours all employes worked or were exposed to accident during the same period. (See example)

If the total days lost, due to disabling accidents occurring in one year be divided by the total hours worked by everyone in the plant during the year, the result would be the portion of a day lost for each hour worked. However, this would be a very small decimal or part of one day and too

small to be practical, so it is multiplied by 1,000 hours to bring it to a larger figure.

Following are these definitions put into formulae which show how they are actually used:

$$(1) \text{ Frequency Rate} = \frac{\text{Total accidents} \times 1,000,000}{\text{Total hours worked}}$$

or

No. of accidents per 1,000,000 hours worked.

Example:

No. of accidents in one year=10.

No. of hours worked in one year=120,000 (50 men x 2400 hrs. per man).

$$\text{Frequency Rate} = \frac{10 \times 1,000,000}{120,000} = \frac{1000}{12} = 83.3.$$

or

No. of accidents per 1,000,000 hours worked.

$$(2) \text{ Severity Rate} = \frac{\text{Total days lost} \times 1,000}{\text{Total hours worked}}$$

or

No. of days lost per 1,000 hours worked.

Example:

Days lost due to all (10) accidents in one year=50.

No. of hours worked in one year=120,000 (50 men x 2400 hrs. per man).

$$\text{Severity Rate} = \frac{50 \times 1000}{120,000} = \frac{5}{12} = .41.$$

or

No. of days lost per 1000 hours worked.

Of course, as the record of a plant approaches the perfect goal of no accidents, the frequency and the severity rate would become smaller until notwithstanding the large multipliers used (1,000,000 and 1,000 respectively) they would both be smaller and smaller decimals, as one was shown to be in the example given.

The chart (Fig. 2) is offered as a very compact accident record maintained by the Westinghouse Electric and Manufacturing Company, and can be used to advantage in almost any plant, large or small. It hardly requires any explanation, except to state that frequency rate and severity rate are shown under the captions of "accidents per 1,000,000 hours worked" and "days lost per 1,000 hours worked."

EAST PITTSBURG WORKS-INCLUDING METAL STAMPING-COPPER MILL-LINHART-TRAFFORD F DY

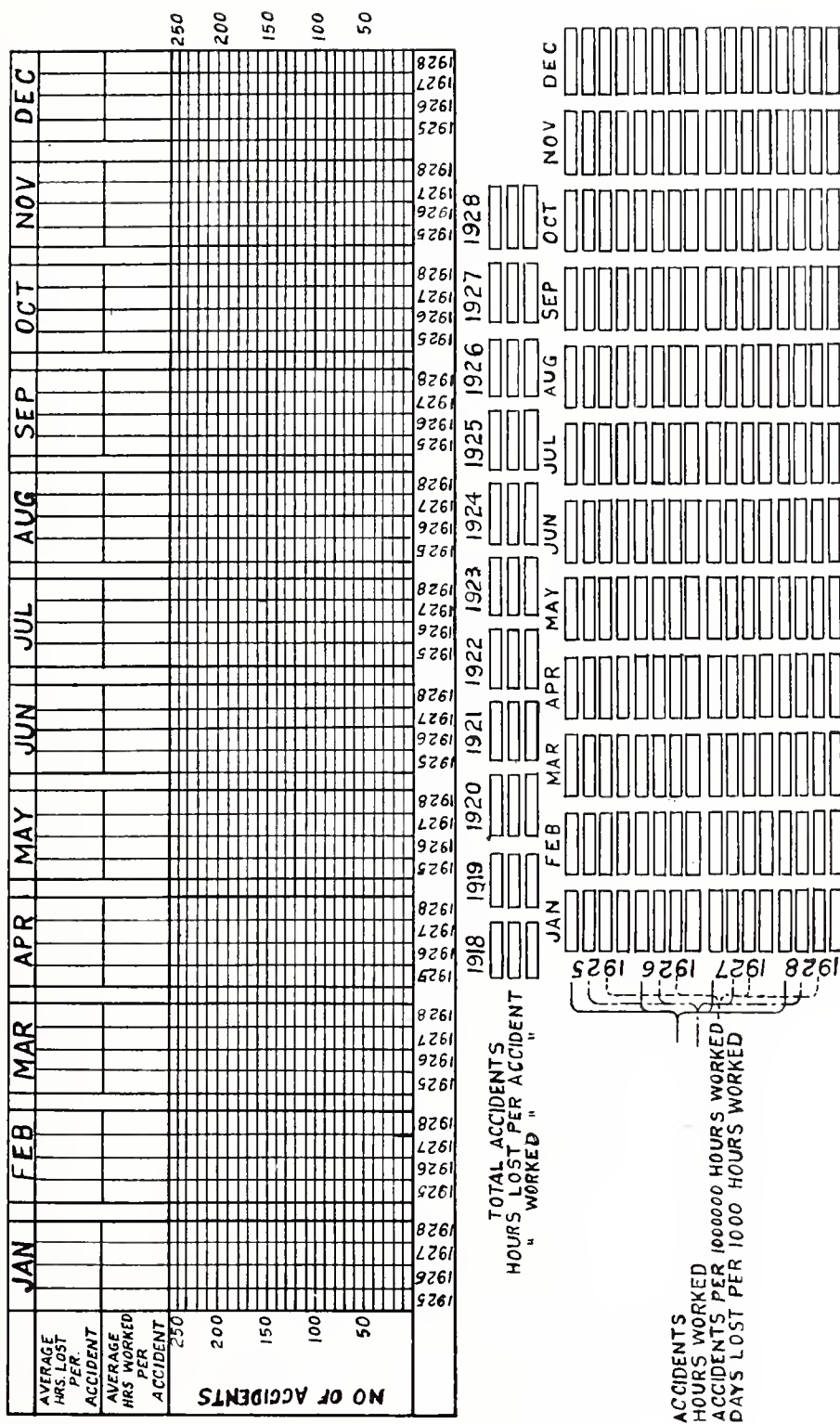


FIG. 2. A CHART USED BY THE WESTINGHOUSE ELECTRIC AND MANUFACTURING COMPANY WHICH FORMS A COMPACT ACCIDENT RECORD. IT IS EQUALLY USEFUL FOR THE LARGE OR SMALL PLANT

PREVENTING MAN FAILURE

BY H. F. WEBB

General Safety Director, West Penn System, Pittsburgh, Pa.

Safety work in public utilities companies is extremely hard to put over, and is, perhaps, different from that in any other industry since its success depends almost entirely in the safety education of the employes. The work of these employes is fraught with extreme danger because a slight mistake, misunderstanding or personal carelessness is almost bound to cause death. Our employes are constantly working in mines, electric railways, and among high voltages; and this last work is generally done from pole and tower top, all of which produces additional hazards in the possibility of death by falls. It is readily seen, therefore, that we must constantly work toward the greater safety education of all employes.

SAFETY LITERATURE

The general run of safety literature had little appeal to these workers. It was necessary to inaugurate new and novel safety programs and safety stunts, such as: No Accident Campaigns, No Accident Calendar, No Accident Award, Safety Dollar Posters, and Bulletins.

ORGANIZED SAFETY WORK

The organized safety work in the companies comprising the West Penn System, Pittsburgh, Pennsylvania, whose business it is to serve the public, including the industries with electric energy and transportation, celebrated the second anniversary of its existence January 1, 1925. As the scope of activities necessary to promote a desire on the part of the employes to co-operate in the prevention of accidents is not generally known to those who are not familiar with this type of industry, it might be well to add that these companies not only produce, transmit, and distribute electric energy, both high and low voltage, over a net work of far-reaching power lines, but mine bituminous coal for consumption in the power houses and operate several large electric railways systems, construct and repair the rolling stock, and use a large automobile fleet to facilitate the work of line maintenance and construction.

A DANGEROUS INDUSTRY

The manufacture and transmission of electric energy has one outstanding peculiarity. It is a death-dealing instrument on slight provocation; and a slight mistake, misunderstanding, mishandling, or an act of thoughtlessness or carelessness frequently brings disastrous results.

Next are the mining and electric railways ends of the business, both of which are very important and respectively have their peculiar hazards.

These observations concerning the scope of the West Penn System serve to show the need of almost 100 per cent educational work in accident prevention as mechanical safeguards play but a small part in the prevention of public utility accidents.

Therefore, when consideration is given to the problem of safety education to 6000 employees in this diversified industry, and these employees, truthfully speaking, are scattered all over the map in both small and large forces, some permanently located at power and substations, mines and shops, others roving from job to job on tower and pole-line construction and maintenance, the necessity of instilling safety in the minds of these employees may clearly be seen.

MAN FAILURE

The whole accident situation in this industry has resolved itself into, perhaps one big cause—MAN FAILURE. The accident may not always be a failure on the part of the injured employee, but somewhere, some place, somebody let down with the result of injury from this failure.

Considering it our duty to prevent this failure of our men, an intensive educational safety campaign was planned for the general and special interest of the different classes of men. This campaign, since it included many new ideas, attracted and held the interest of the men to the extent of producing a good record of reduction in employee accidents during the year 1924, as compared with 1923.

ACCIDENT PREVENTION STATISTICS OF THE WEST PENN SYSTEM

DIVISION	Per cent of increase or decrease in the year 1924 compared with the year 1923					
	Average Num- ber Employees	Lost Time Accidents	Frequency Rate ¹	Lost Time Days ²	Severity Rate ³	Fatality Rate ¹
Commercial	+21	—56	—64	— 75	— 79	— 79
Mines	+ 3	—48	—49	— 68	— 69	— 76
Power	—15	—46	—51	— 20	— 16	—100
Railways in Penna. . .	+ 9	—24	—30	+103	+ 86	+100
Whlg. Trac.	+ 7	—11	—17	+749	+694	.....
West Penn System ..	+ 3	—42	—44	— 44	— 46	— 55

¹Number of accidents or fatalities per 100 days worked.

²Weighted in accordance with the U. S. Standard Table.

³Number of days lost per 100 days worked.

PRACTICAL EDUCATIONAL SAFETY ACTIVITIES

A brief explanation of some of the practical educational Safety Kinks designed for use in these campaigns may be of interest:

AN ACCIDENT PREVENTION CONTEST

An Accident Prevention contest, based on the Divisional reduction in Severity Rates for the current year as compared with the average rates of past years, has placed the winning of the trophy entirely up to the individual division, as each Division works against its own past experience. This contest has aroused a competitive spirit mainly among the keymen of the organization and has been productive of increased cooperation and results. The rules governing this contest are as follows:

1. Time

The contest will start January 1, 1925, and continue thruout the calendar year.

2. Contesting Divisions

For contest purposes, employees are divided into five divisions or groups as follows: The Commercial group includes all commercial divisions and districts and general storeroom employees; the Mines group includes all mining division and garage employees; the Power group includes all power division employees; the Railways (in Pa.) group includes all West Penn Railways Company employees; the Wheeling Traction group includes all Wheeling Traction Company employees.

3. Division Leadership

These Divisions will be under the chairmanship of the following persons: B. C. Fair, Commercial; J. C. H. Lubken, Mines; A. N. Cartwright, Power; J. O. Horton, Railways (in Pa.); C. S. Carstens, Wheeling Traction.

4. Contest Basis

The contest will be based on reduction in severity rates.

- (a) Rates used as a basis of reduction will be average rates for the two years 1923-1924. As was the case in 1924 only lost-time accidents will be considered.
- (b) Definition—Lost-time accident is a personal injury which results in loss of time other than the day, turn or shift during which the accident occurred. (Sundays and holidays excluded.)
- (c) In the case of a personal injury, the employe shall be considered as having lost time until he is able to resume his regular duties, giving 100 per cent performance.
- (d) In the case of an injury incapacitating the employe to the extent of his being unable to perform his regular duties immediately, but that following no advice to the contrary from his doctor, and of his own volition he requests other work of gainful nature, he shall be given such work, when it is possible to do so, with the approval of the Superintendent.
A report of this procedure shall be included in the Personal Injury Report, as follows:

Temporary Change in Occupation,	Date.....	Rate.....
Resumed Regular Duties	Date.....	Rate.....
- (e) The Divisional record will be charged with an equivalent number of lost-time days to the time when the injured employe is able to resume his regular duties.
 N. B. This procedure will have no bearing on Divisional "No Accident Campaigns," or the West Penn System, Accident Statistics, but will directly affect the Accident Prevention Contest basis of computation.
- (f) No lost-time or non-fatal accident shall be charged with more than 75 lost-time days.
 Permanent total disabilities and fatalities shall be charged with 150 lost-time days, except when accidents in which death has not occurred within twenty-eight days of the day on which the injury was sustained will be considered as non-fatal and such accidents will be charged with 75 lost-time days.

- (g) Charge shall be made to a particular month of all lost-time days occurring in that month even though caused by accidents which occurred in previous months.
Charge shall be made to a particular year of all lost-time days occurring during that year and including lost-time days chargeable to accidents occurring the latter part of the previous year.
- (h) Poison ivy, sunstroke, heat prostration, hernia or rupture (unless traumatic), snake and dog bite cases will be held as non-tabulateable in so far as the contest statistics are concerned.
- (i) Records will end in so far as the contest is concerned December, 31st.

5. Divisional Recognition

In recognition of its achievement, the winning Division will have its name engraved on the silver Accident Prevention Trophy and will be given custody of the Trophy during the ensuing year.

6. Reports of Standing

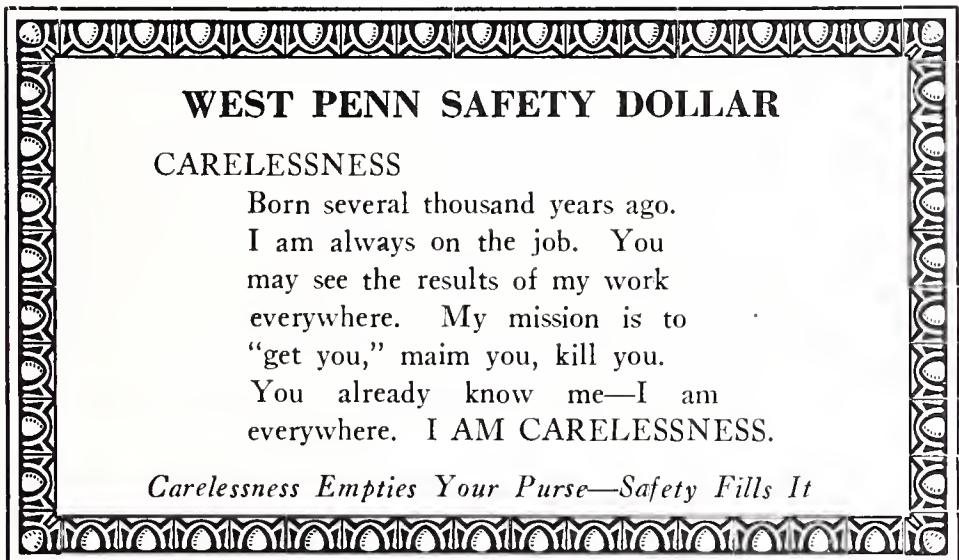
Reports of the standing of the various divisions and groups will be printed in the pages of the West Penn Magazine.

7. Rules and Procedure

All changes of rules, if any, and disputed points in connection with the contest shall be decided by a Committee consisting of the Division Chairman and the General Safety Director.

SAFETY DOLLAR

The Safety Dollar plan comprised the distribution of thirteen sets of papers, numbered in series, taking the form and size of a dollar bill, which, of course, cannot be accurately shown in the following text. Every employe received a safety dollar with each pay for thirteen consecutive pays, and was urged to save the complete set for the purpose of winning cash prizes offered to those holding lucky numbers.



SAMPLE OF SAFETY DOLLAR

\$IGN\$ OF THE TIMES\$

\$

Do you believe in \$ign\$

We do, especially when it is a \$afety Dollar \$ign, for a safety earned dollar saved in the Bank of \$afety Habits, means that peace and contentment await you in old age.

Times have changed, but not so the Dollar \$ign!

Uncle \$am's dollar bills, when honestly earned, keep the wolf from the door, add a few luxuries now and then to make life worth living, and the eagle screams regularly, as long as you are Physically Able to earn.

When you are injured through carelessness—but that's an old story and we are going to prove it by systematically double-checking every move Old Man Carelessness makes, beginning May First.

How are we going to do it?

ENTER: The West Penn \$afety Dollar, the only \$afe Dollar in captivity—it cannot be counterfeited or raised to a value higher than its purpose is worth to you.

\$pend it and you will receive in return only remorse, hardships and suffering, but if you will save and invest it in the Bank of \$afe Habits, your gain is your greatest asset—a \$ound Body.

\$ave these \$afety Dollars—they are worth more than money to you.

DON'T FORGET MAY FIR\$T!

LOYAL ORDER OF SAFETY BOOSTERS

Following is the text presented on both sides of the application card for membership in the Loyal Order of Safety Boosters:

IMPORTANT NOTICE

Your name has been proposed by Mr. _____ who recommends you as a Safety Man and also contends that you will be true and faithful to the precepts of the

-L.O.S.B.-

as expressed on the back of this card. If you are desirous of becoming a member of this organization, read the petition carefully, and, if it meets with your approval, sign your name and return it as soon as possible to the undersigned. Action will be taken on your petition immediately and you will be notified of your acceptance by the Membership Board.

.....
C. B.

ACCIDENT PREVENTION DEPT.

14 Wood St., Pittsburgh, Pa.

(OVER)

.....
I hereby make application for membership in the

-L.O.S.B.-

and in doing so, pledge myself

1. To think, talk and act Safety At All Times.
2. To help the New Employe by showing him how his work may be done with Greater Safety.
3. To correct and report all conditions which are Unsafe.
4. To take care of trivial injuries as I would the more serious.
5. To keep both Company and Personal working tools in good Safe condition.
6. To do my utmost towards the elimination of Accidents in both my department and other departments of the West Penn System.
7. To keep this pledge to the best of my ability.

.....
Name

.....
Address

The Loyal Order of Safety Boosters provided an entirely new means of distributing safety lapel buttons. The membership of this order was limited to 1000 Safety Men, all of whom signed pledge cards in return for the button. This idea was designed, and the card arranged on the endless-chain basis. In other words, the acceptance of an employee membership carried with it the privilege of recommending from one to three other employees, known to this member as safety workers, for membership.

The value of this idea is shown by the fact that the complete membership of 1000 Safety Boosters have thus far received no injury serious enough to cause any loss of time.

SAFETY PENNANTS

Safety Pennants awarded to power plants, shops, mines, and other departments having a large number of employees for 60 and 90 day records without a lost-time accident has acted as an additional stimulus. A gold star is added to the flag for the accomplishment of each record period, and one flag now has five stars, and none less than three. (See Figs. 1 and 2)

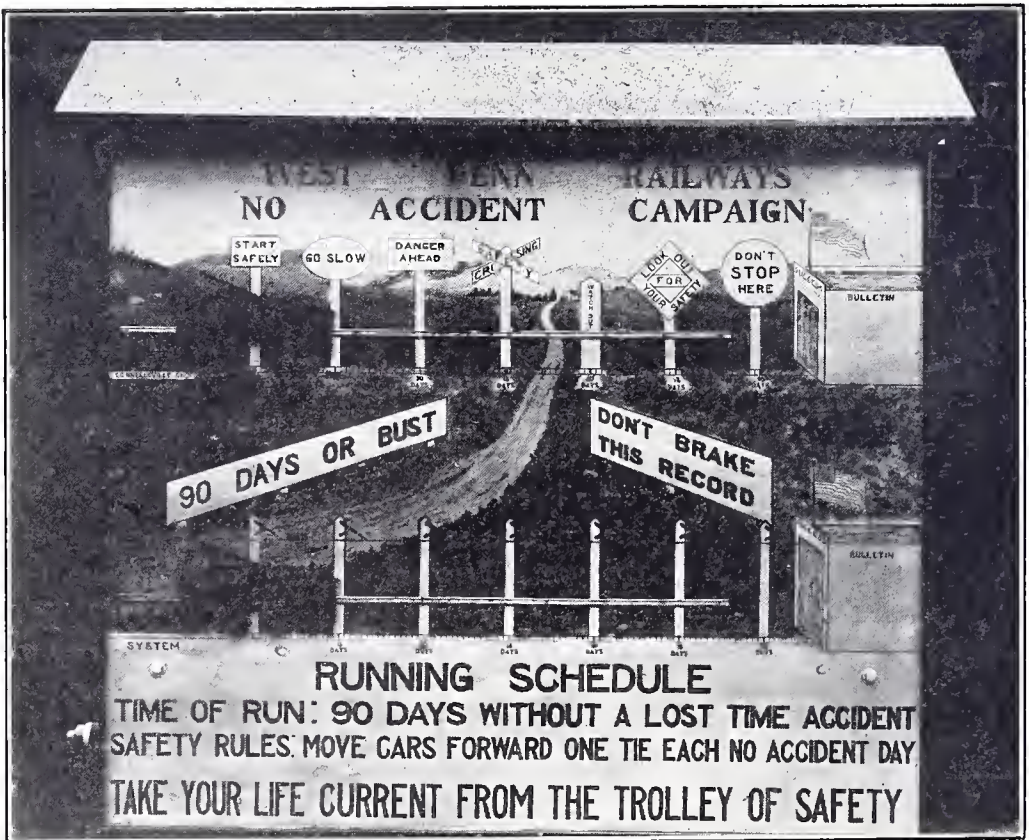


FIG. 1—A BULLETIN BOARD USED FOR SAFETY



FIG. 2—A PENNANT OF THE WEST PENN SYSTEM

EDUCATIONAL CAMPAIGN FOR MINERS

A Special Educational Campaign was worked out for one of the large mines where the accident frequency showed that the situation required special attention. A series of open-air safety rallies with motion pictures, educational propaganda, and safety slogans had much to do with instilling the safety thought in the minds of these men. Fine results have been obtained from this effort. (See Figs. 3, 4, 5, and 6)



FIG. 3—SAFETY SLOGAN ON TROLLEY POLE

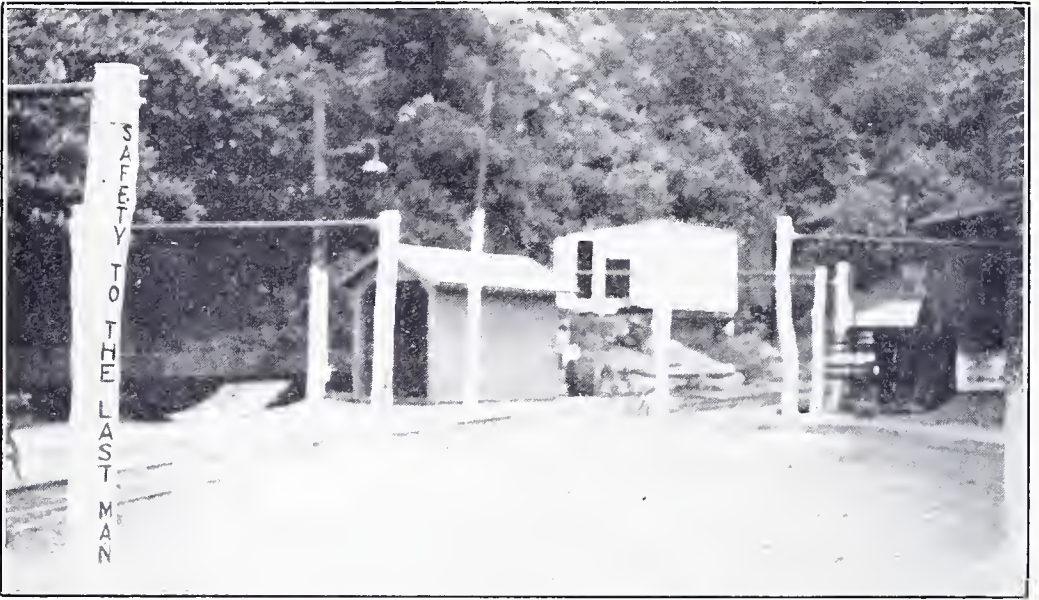


FIG. 4—SAFETY SLOGAN IN MINE YARD

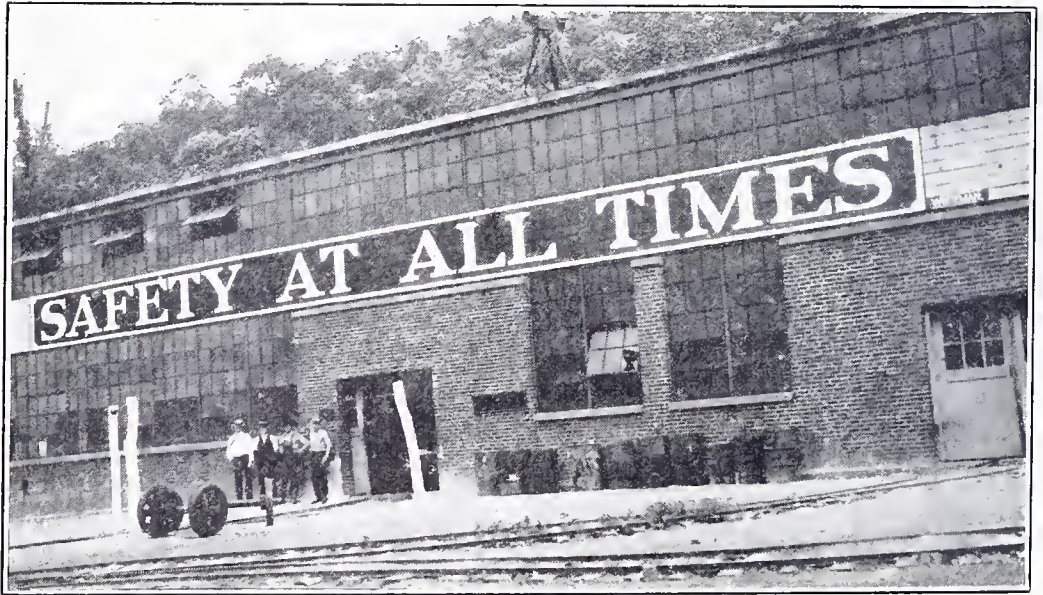


FIG. 5—SAFETY SLOGAN ON MACHINE SHOP BUILDING

NO ACCIDENT MONTH CALENDAR

The No Accident Month Calendar was designed for the campaign period only, and each daily sheet on the calendar pad carried a different “pep slogan.” The calendar pad was stapled top and bottom for the purpose of causing an expectancy on the part of the employees as to the slogan for the following day. In connection with this particular campaign, all inter-company letters bore the slogan: “June Is West Penn No Accident Month.”

SLOGANS FOR NO ACCIDENT MONTH CALENDAR:

-
- May 29 GET READY
 May 30 GET SET
 May 31 GO!!!
 June 1 WE'RE OFF—NO ACCIDENTS TODAY
 June 2 WHOOP 'ER UP! TAKE NO CHANCES TODAY
 June 3 FINE WORK! ANOTHER SAFE DAY
 June 4 DON'T LET YOUR BUDDY GET HURT!
 June 5 DON'T GET HURT YOURSELF
 June 6 PEP UP—DON'T LET UP!!
 June 7 HARD PLUGGIN' BUT WE WILL MAKE IT
 June 8 BE CAREFUL TODAY
 June 9 ANOTHER SAFE DAY
 June 10 STICK TO THE SHIP! DON'T ROCK THE BOAT!
 June 11 START TODAY WITH A SMILE
 June 12 DON'T GIVE AN INCH
 June 13 LUCKY 13TH. GET BY TODAY. SUCCESS IS OURS!
 June 14 COOPERATION WILL WIN
 June 15 HALF WAY HOME. STAND BY!
 June 16 TEAM WORK, FELLOWS. HANG TOGETHER
 June 17 HOLD 'ER, NEWT; DON'T LET 'ER REAR
 June 18 WORK SAFELY TODAY
 June 19 ONLY 11 DAYS MORE. PEP UP!
 June 20 DON'T GET EXCITED! KEEP KOOL KAREFULLY!
 June 21 PORT UR HEIM! STEER CLEAR OF TODAY'S
 ACCIDENTS!
 June 22 "OUR GOAL" ALMOST IN SIGHT. WATCH OUT!
 June 23 ONLY 7 DAYS MORE. BE ALERT!
 June 24 TIGHTEN UP. CLOSE FORMATION!
 June 25 AIN'T IT A GRAND AND GLORIOUS FEELIN'?
 June 26 WE'RE ALMOST THERE. DON'T CRACK!
 June 27 ONLY 3 DAYS MORE. WE WILL WIN!
 June 28 NO ACCIDENTS! NO ACCIDENTS! NO ACCIDENTS!
 June 29 YEAH BO! OVER THE TOP!
 June 30 LAST DAY. THE RECORD IS OURS!!
 July 1 WE KNEW WE COULD DO IT!
 July 2 DON'T STOP HERE! KEEP UP THE GOOD WORK!
 July 3 DON'T BUST THIS SPLENDID RECORD
 July 4 MAKE THIS A "SAFE AND SANE FOURTH"
 July 5 EVERY MAN A SAFETY MAN
 July 6 SAFETY TO THE LAST MAN
 July 7 DO OR DIE!!

BLOOD POISON



DID THIS

A SLIGHT SCRATCH NEGLECTED

— RESULT —

A USELESS HAND

Never Neglect Small Cuts, Burns or Broken Blisters

Blood Poison Destroys!

FIG. 6—SPECIMEN OF POSTERS USED IN THE SAFETY CAMPAIGN

SAFETY KINKS

At the State-Wide Safety Conference of the Pennsylvania Department of Labor and Industry, held in the hall of the House of Representatives, May 22, 1925, the suggestion was made by one of the safety engineers that a description and photograph of any mechanical device, guard or appliance which had been developed in any of the industrial establishments of the state be sent to the Department of Labor and Industry for insertion in the regular monthly bulletin. In this way close study may be given to these safeguards and their adaptability to the needs of other plants be determined.

In accordance with this resolution, the following very interesting suggestions as to safety "kinks" have been received and are herewith submitted for the consideration of manufacturers.

PROTECTION FOR THE LADLE MAN

By JOHN W. POLLOCK

*Vice-President in Charge of Manufacture,
The Baldwin Locomotive Works, Philadelphia, Pennsylvania*

Referring to the subject of "Practical Safety Kinks," as discussed in the recent State Wide Safety Conference, I was much impressed with the motion picture, which was shown to illustrate the value of goggles when pouring hot metal—this is a practical safety kink, and one that should appeal to every foundryman.

Having equipped the foundryman with goggles to protect his eyes, we find that we also have to protect him from burns of the feet and legs, which are the next greatest source of danger. The first thing that appeals to us is leggings and foundry shoes to furnish adequate protection. This brings out the usual objections from the man in the foundry. The leggings are soon cast aside, and the shoes once worn out are not replaced, and yet every moulder at some time has a feeling of insecurity or a desire for better protection. This leads to uncertainty, and he is liable to hesitate when he should have a steady hand. A slight hesitancy or timidity often precedes an accident. To obtain this security for the man pouring, we have been successful in using a light weight board as a shield, illustrated in the accompanying photograph. Ensnconced behind this board, which rests lightly against his leg, he has a feeling of security that allows him to pour with confidence. His feet and legs are safe from any splash. He is free from the objections raised to leggings.

Our molders not only will, but do use this protection.

Some other foundries, that have had trouble trying to get their men to wear leggings, may find this "Practical Safety Kink" a solution to their problem. (See Fig. 7.)

* * * *



FIG. 7—EYES, FEET AND LEGS PROTECTED

SAFETY AND WELFARE IN A SILK MANUFACTURING COMPANY

By LESTER EISENHART

Safety Engineer, J. H. and C. K. Eagle, Inc., Shamokin, Penna.

We classify the safety and welfare of an employe under two heads: first, efforts on the part of the management tending toward the education of all employes along the lines of safety, a knowledge of their machines, prevention of injury and prevention of infection from minor injuries or scratches; second, supervision on the part of the management to make it possible for employes to secure this education and these advantages.

EMPLOYING AN OPERATOR

Along the line of education, our plans and method of procedure relative to the employment and placing of an operator are briefly as follows:

1. A prospective employe is interviewed by the Employment Manager and given superficial medical examination by our surgeon.

2. If an obvious ailment or tendency toward epilepsy, fits or paralysis, which would prevent the proper functioning of all muscles is found, it is the duty of the Employment Manager to take into consideration the prospective employe's circumstances and, if possible, place the employe in a department where there will be no danger on account of any physical ailment.

3. Any correctable ailments are noted on the employment record and kept on the tickler file in the doctor's office for follow-up attention in order to determine later whether the operator has made an honest effort to have defective vision, color blindness or hearing corrected, or to receive attention for communicable diseases.

4. After acceptance by the Medical Department, the prospective employe is given a book of instructions, in which the working schedule, advice on cleanliness and sanitation, advantages of cafeteria, procedure with regard to accidents, use of dispensary and instruction on fire are found, and a page of "Don'ts" in which we outline "Don'ts," pointing out that the rules are entirely for their protection. We have found that advice which may be construed as beneficial to a corporation is not received in the same manner as the same advice put in such a way as to appear to be entirely for the employe's protection. (Example) "Don't crowd the exits at quitting time or in case of fire—prevent accidents to yourselves."

5. A new employe is personally conducted by an employment department representative to the department to which she is assigned, and introduced to the foreman. She is placed with an experienced operator and not

permitted to operate a machine until she is conversant with its principles, its dangers, if any, etc. Following this, our learners are taught, through the medium of motion pictures. We have found the average operator is able to absorb quickly many more of the principles of operation through visual instruction than by word of mouth. Furthermore, they are not so prone to take on the faults of others. Our departmental reels exaggerate the effect of improper operations to an extreme that is termed ridiculous by the more experienced operator, but they have a far-reaching effect on the mind of the untrained.

FIRST AID CLASS

6. The services of our dispensary and trained nurse are free for all employes, and medicine is given gratis. A first-aid class in all departments is conducted under the supervision of our surgeon, so that a trained force is available at any time during the day or night for emergency work, particularly stopping hemorrhages, electrical resuscitation, etc.

In short, we do not have many novel "Safety Kinks" which would be of benefit to any other manufacturer. Our idea of "Safety Kinks," as we teach and practice them, is "Obey the Law." From the standpoint of Management, we not only try to conform to the requirements of the law, but we go a step farther if we feel that it is necessary for the protection of our employes. We have learned that accident and sickness prevention is not only of material benefit to the employe, but to the employer as well, in that in all properly conducted establishments where these conditions are given attention, the reduction in the absentee list has a great bearing on manufacturing costs.

PREVENTION IS OUR SLOGAN

Our slogan is, "Prevention of Infection or Injury May Be the Saving of Life or Limb." A foreman is expected to inquire of an employe, "Have you visited the dispensary," if he sees a throat, a finger or a hand tied up with a bandage?

To illustrate the influence of the education of employes and interest in their welfare, we quote the following statistics from our medical records:

Employes—4300.

Yearly man-hours—approximately 10,000,000.

Per cent of accident frequency, involving lost time—one-fifth of one per cent of total man-hours, or four and one-half man-hours per employe per year.

* * * *

THURSDAY TALKS

By D. ADAM

*Safety and Welfare Department, Lawrence Portland Cement Company,
Northampton, Pennsylvania*

I have instituted in the Lawrence Portland Cement Company of Siegfried, Pennsylvania, what I call a "Thursday Talk." At 12 o'clock noon each Thursday one man from each of our departments is sent to me for a half hour. I talk to them on accident preventions and discuss any accidents we may have had during that week in the plant. Any happenings of interest are also mentioned, questions and suggestions are invited and my experience is that getting the men together in small groups of about twelve or sixteen men, brings about a closer relationship with them which, in my judgment, is so essential to cooperation.

I have received some good ideas and suggestions as the outcome of these meetings and find a general increase of enthusiasm in all safety work, for instance, previous to these meetings, we had a certain amount of difficulty in getting a few of our men to wear goggles, and the users of electrical drills to wear rubber gloves. They now ask for gloves and goggles—a decided change for the better, which proves that by educating men and getting at them in a human and homely way, a certain amount of success can be achieved. (See Fig. 8.)

* * * *

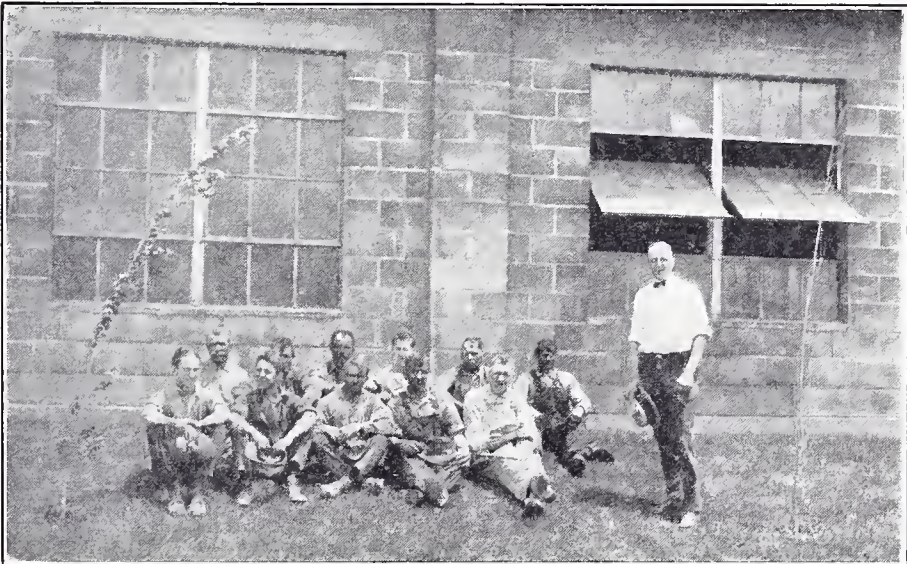


FIG. 8—A GROUP OF EMPLOYEES OF THE LAWRENCE PORTLAND CEMENT COMPANY, SIEGFRIED, PENNSYLVANIA

EAR PHONES FOR TRACK WALKERS

By JAMES HART

General Fireman, Lorain Steel Company, Johnstown, Pa.

One of the general foremen of the Lorain Steel Company, Johnstown, Pennsylvania, has suggested that track walkers or others who are employed along the right of way of railroads be provided with a pair of ear phones such as are used by deaf persons, which could be worn under their ear protectors in cold weather during the winter months. The use of these protectors would make their hearing more acute so that the approach of trains could be more distinctly discerned.

DEPARTMENTAL NOTES

A new inspection division with headquarters at Altoona was created, effective July first. This division will have charge of territory which has heretofore been partly in those divisions having headquarters at Pittsburgh, Williamsport, and Lancaster; and will give an opportunity for greater service by the Department to central Pennsylvania counties. The counties comprised in this division will be as follows: Elk, Jefferson, Clearfield, Indiana, Cambria, Huntingdon, Blair, Fulton, Bedford and Somerset. It includes the townships of Donegal, Cook, Ligonier, Loyahanna, Derry, Fairfield and St. Clair in Westmoreland County, and the townships of Rush, Taylor, Worth, Huston, Union, Benner, Patton, Half Moon, Ferguson, College and Harris in Centre County.

Supervising Inspector J. J. Coffey, formerly of the Philadelphia Division, was transferred to Altoona to take charge of the organization of this new division. Supervising Inspector Coffey has been with the Department more than ten years and is peculiarly qualified to undertake the organization of the inspection work in the central part of the State.

Simultaneously with the transfer of Mr. Coffey to Altoona, Mr. Elisha S. Chapin, of Germantown, Philadelphia, was appointed Supervising Inspector of the Philadelphia Division. Mr. Chapin, who is a graduate of Yale University in Mechanical Engineering, Class of 1905, brings to the Department fifteen years' experience as Safety Supervisor for the Pennsylvania Railroad. He is one of the best known safety engineers of the State and has been selected because of his professional qualifications. In addition to acting as Supervising Inspector of the Philadelphia district, Mr. Chapin will be Safety Engineer for the Bureau of Inspection and will be on call to go to various parts of the State as the need arises.

The Bureau of Industrial Standards is making an extensive survey into the hazards of poisoning resulting from paint and varnish spraying in industrial operations. This is in connection with the proposed Standards on Paint and Varnish Spraying which have been under consideration for some

time. It has been found desirable to make an extensive medical investigation in order that the proposed Standards of the Department have a sound basis, give full protection to the worker, and exert no undue hardship on the industry. Dr. Henry F. Smyth, of Wayne, Professor of Industrial Hygiene at the University of Pennsylvania, has been appointed to take charge of this investigation in cooperation with Dr. Elizabeth B. Bricker, of the Bureau of Industrial Standards. Dr. Smyth's son, Henry F. Smyth, Jr., who is a graduate chemical engineer, is his assistant in these investigations and will do the chemical work.

Dr. William Fay Ross, of Aspinwall, has been appointed as Physician to the Workmen's Compensation Board in western Pennsylvania. Dr. Ross brings to the Department a number of years of study of industrial medicine, as well as experience in general practice.

Victor S. Karabasz, of Philadelphia, has been appointed in the Bureau of Industrial Standards to make a special study of power transmission accidents in the State of Pennsylvania. Mr. Karabasz is Assistant Professor of Industry in the Wharton School of the University of Pennsylvania. His investigation will include a complete survey of all original accident reports for the last five years in cases where power transmission apparatus is involved. His investigation will be utilized for the purpose of studying the requirements of the Power Transmission Code of the Department to insure that it properly covers all important hazards and that it is not unduly strict in its requirements in any regard.

Mr. Melvin G. Lehman, of York, Chief Adjuster of the Bureau of Workmen's Compensation, was appointed as Assistant Director of that Bureau, effective July tenth. Mr. Lehman will continue his duties of Chief Adjuster but, in addition, will act as general assistant to William H. Horner, Director of the Bureau, and will have charge of the Bureau in the absence of the Director.

A number of appointments have been made as inspectors in the Bureau of Inspection under the policy of the Department to appoint only persons with distinct personal qualifications to this position. George C. Pavord, Sheldon W. Homan, and Herman L. Krauss, all graduate industrial engineers of The Pennsylvania State College, with several years' industrial experience, have been appointed. F. C. Borst, of Meadville, who has been for several years Superintendent of the Hookless Fastener Company, one of the largest industries of that city, has also been appointed as inspector. Claude W. Ivery, of Philadelphia, has been appointed inspector in the Philadelphia district. Mr. Ivery was for some years Planning Supervisor for the Philadelphia Navy Yard and has been recently connected with the Baldwin Locomotive Works.

Through the courtesy of the Cambria County Fair Association, the Department of Labor and Industry maintained a booth at the industrial exposition held on the fair grounds of the Association at Ebensburg, Pennsylvania, July 1st, 2d, 3d, and 4th.



FIG. 9—ACCIDENT PREVENTION EXHIBIT AT CAMBRIA COUNTY FAIR

The Department's exhibit portrayed accident-prevention work and other activities through posters, charts, and photographs. (See Fig 9)

Many locally and nationally-known manufacturing establishments placed commercial exhibits at this fair. At the invitation of the Department some of these companies, including the Lorain Steel Company, Johnstown, The Bethlehem Steel Company, Johnstown, The Bell Telephone Company of Western Pennsylvania and the Penn Central Light and Power Company of Altoona, had, in addition to their commercial exhibits, safety devices and appliances, posters, photographs and other material illustrative of the work they were doing along accident-prevention lines.

The attendance at the exposition was very large and the interest displayed in the safety exhibits most gratifying.

Believing that exhibits of this kind offer a splendid medium through which to acquaint the public with the accident-prevention work as it is being carried on in the various industrial establishments of the Commonwealth, the Department plans to have an even more extensive exhibit at the Cambria County Fair which will be held in Ebensburg during the fall, and desires to take this opportunity to urge all industries to take advantage of the opportunity afforded by such exhibits to join with the Department in its attempt to encourage more people to think safely and work safely.

* * * * *

The Department has established a new service in connection with its educational work. It is now possible, upon request, to furnish speakers for safety rallies, foremen's meetings, community gatherings, and organization meetings of all kinds. The Department will be pleased to send representatives to any meeting for the purpose of discussing accident-prevention work. John S. Spicer, Chief of the Accident Investigation Section of the Bureau of Industrial Standards, has been giving a series of talks to Rotary Clubs. The Johnstown, Lewisburg, Carlisle, Huntingdon, Norristown, Reading, State College, Lewistown, Chester, Philadelphia and Scranton clubs have been visited by Mr. Spicer and within the next few weeks he will visit the clubs of Altoona, Phillipsburg, Clearfield, Wilkes-Barre, Easton, Lebanon, Chambersburg, and Bethlehem.

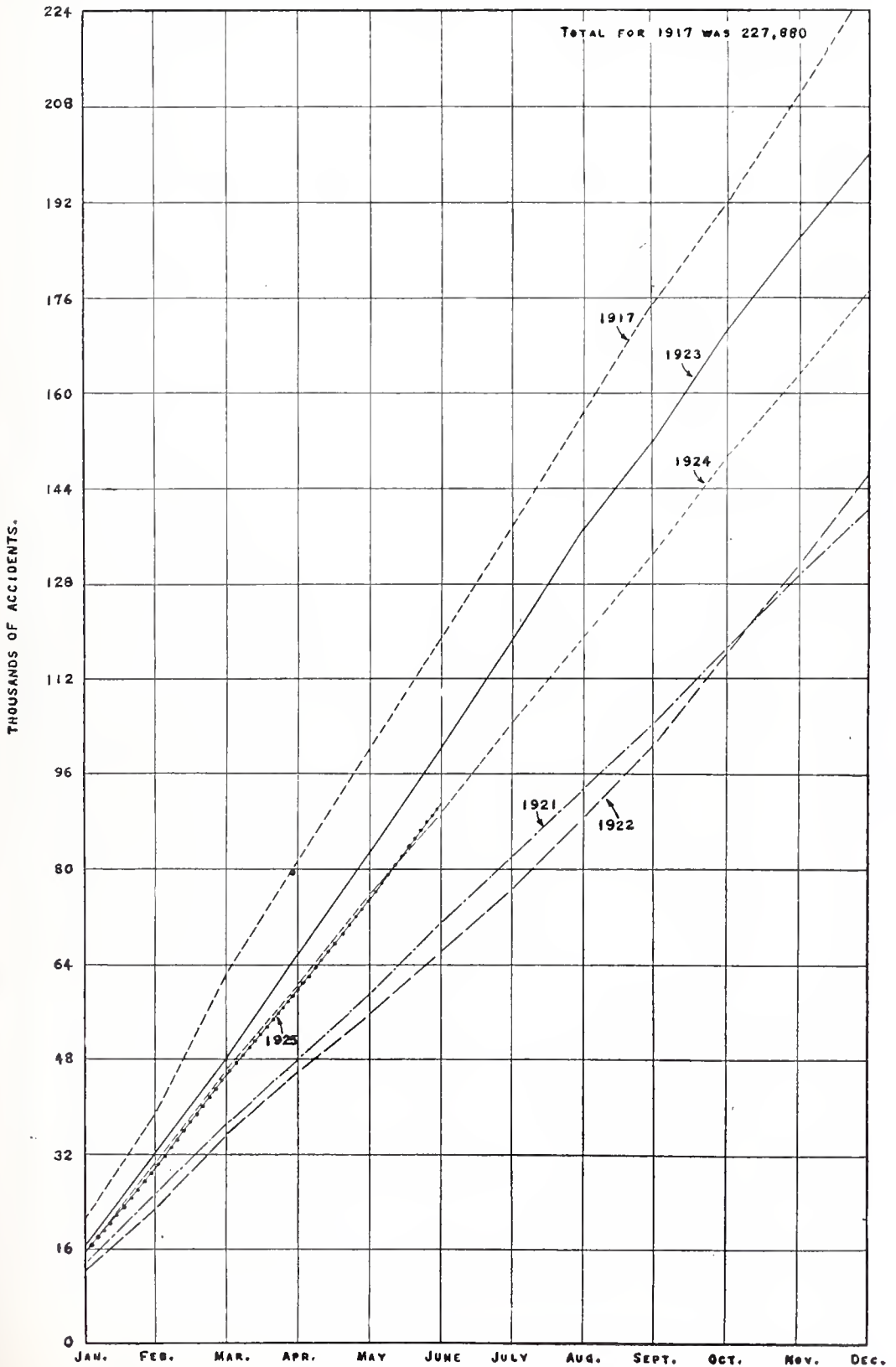
Organizations desiring speakers are requested to place their applications with the Department as far in advance of the meeting date as possible.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

Month	1921			1922			1923			1924			1925		
	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total
January	196	13,776	13,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513	202	15,339	15,541
February	196	13,776	13,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513	202	15,339	15,541
March	155	11,105	11,260	171	10,580	10,751	221	15,276	15,497	181	14,812	14,993	171	14,208	14,379
April	351	24,881	25,232	323	22,531	22,854	444	31,986	32,430	414	30,092	30,506	373	29,547	29,920
May	172	11,563	11,735	172	12,582	12,754	222	15,653	15,875	212	15,989	16,201	161	15,517	15,678
June	523	36,444	36,967	495	35,113	35,608	666	47,639	48,305	626	46,081	46,707	534	45,064	45,598
July	133	10,757	10,890	104	10,185	10,289	196	16,689	16,885	151	13,931	14,082	183	14,251	14,434
August	656	47,201	47,857	599	45,298	45,897	862	64,328	65,190	777	60,012	60,789	717	59,315	60,032
September	166	10,877	11,043	116	9,572	9,688	226	17,384	17,610	157	13,940	14,097	171	14,523	14,694
October	822	58,078	58,900	715	54,870	55,585	1,088	81,742	82,830	934	73,952	74,886	888	73,838	74,726
November	148	11,487	11,635	140	10,532	10,672	188	17,433	17,621	175	14,324	14,499	199	15,656	15,855
December	970	69,565	70,535	855	65,402	66,257	1,276	99,145	100,421	1,109	88,276	89,385	1,087	89,494	90,581
Totals	1,130	80,761	81,891	979	75,665	76,644	1,497	116,894	118,391	1,294	103,193	104,487	.....	.....	.....
January	145	11,454	11,599	117	11,871	11,988	216	18,452	18,668	187	14,661	14,848	.....	.....	.....
February	1,275	92,215	93,490	1,096	87,536	88,632	1,713	135,346	137,059	1,481	117,854	119,335	.....	.....	.....
March	164	11,241	11,405	138	12,307	12,445	173	15,504	15,677	167	14,230	14,397	.....	.....	.....
April	1,439	103,456	104,895	1,234	99,843	101,077	1,886	150,850	152,736	1,648	132,084	133,732	.....	.....	.....
May	186	12,300	12,486	201	14,912	15,113	207	17,380	17,587	180	15,839	16,019	.....	.....	.....
June	1,625	115,756	117,381	1,435	114,755	116,190	2,093	165,230	170,323	1,828	147,923	149,751	.....	.....	.....
July	154	11,665	11,819	260	14,824	15,084	163	15,532	15,695	194	13,389	13,583	.....	.....	.....
August	1,779	127,421	129,200	1,695	129,579	131,274	2,256	183,762	186,018	2,022	161,312	163,334	.....	.....	.....
September	145	10,852	10,997	195	14,786	14,981	156	14,261	14,417	187	14,018	14,205	.....	.....	.....
October	1,924	138,273	140,197	1,890	144,365	146,255	2,412	198,023	200,435	2,209	175,330	177,539	.....	.....	.....
November .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
December .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Totals .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

COMPARATIVE INDUSTRIAL ACCIDENT TRENDS THROUGH SUCCESSIVE MONTHS BY SEPARATE YEARS



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg:Office of the Secretary,
 Industrial Board,
 Workmen's Compensation Board,
 Bureau of Employment,
 Bureau of Industrial Relations,
 Bureau of Industrial Standards,
 Bureau of Inspection,
 Bureau of Rehabilitation,
 Bureau of Statistics,
 Bureau of Workmen's Compensation,
 State Workmen's Insurance Fund.

BRANCH OFFICES

Allentown:Cooperative State Employment Office,
 Y. M. C. A. Building.
 State Workmen's Insurance Fund,
 304 Colonial Building.

Altoona:Cooperative State Employment Office,
 Post Office Building.
 Bureau of Inspection,
 Bureau of Rehabilitation,
 Bureau of Workmen's Compensation,
 Commerce Building.
 State Workmen's Insurance Fund,
 Central Trust Building.

Dubois:Bureau of Rehabilitation,
 311 Deposit National Bank Building.

Erie:State Employment Office,
 109 West Ninth Street.

Franklin:State Workmen's Insurance Fund,
 316 Franklin Trust Building.

Greensburg:State Workmen's Insurance Fund,
 309 Coulter Building.

Harrisburg:State Employment Office,
 Second and Chestnut Streets.

Johnstown:State Employment Office,
 219 Market Street.
 State Workmen's Insurance Fund,
 910 U. S. National Bank Building.

Kane:Bureau of Workmen's Compensation,
 Kane Trust and Savings Building.

Lancaster:Cooperative State Employment Office,
 Y. M. C. A. Building.
 Bureau of Inspection,
 Bureau of Workmen's Compensation,
 Woolworth Building.

- Meadville:Bureau of Inspection,
Masonic Building.
- New Castle:Cooperative State Employment Office,
Y. M. C. A., West Washington Street.
- Oil City:Cooperative State Employment Office,
Y. M. C. A. Building.
- Philadelphia:State Employment Office,
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Board,
Manhattan Building, Fourth and Walnut Streets.
State Employment Office for Women,
1504 Locust Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.
- Pittsburgh:Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Fulton Building.
State Employment Office (Main Office),
416 Third Avenue.
State Employment Office for Women,
409 McCance Building, 305 Seventh Avenue.
State Employment Office (negro section),
518 Wylie Avenue.
State Workmen's Insurance Fund,
401 Park Building.
- Pottsville:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.
- Reading:State Employment Office,
108 North Fifth Street.
- Scranton:State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund,
Union National Bank Building.
- Sunbury:State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.
- Wilkes-Barre:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Coal Exchange Building.
- Williamsport:Bureau of Inspection,
707 First National Bank Building.
Bureau of Workmen's Compensation,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building,
343 West Fourth Street.
- York:Bureau of Workmen's Compensation,
Central National Bank Building.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS
STATISTICAL REVIEW OF INDUSTRIAL CONDITIONS

EMPLOYMENT

Reports from the State Employment offices for the month of July show that applications by males for positions were 28 per cent lower than in June of this year and 22 per cent lower than in July of 1924. During July, 1925, applications by females for positions dropped 22 per cent when compared with the number received during the month of June and also show a decrease of 18 per cent when compared with the number received during the month of July, 1924.

Calls for male employees were 33 per cent lower in July, 1925, than in June of this year, but only 10 per cent lower than July, 1924. Calls for female employees during July, 1925, were 29 per cent lower than during June, 1925, and 14 per cent lower than during July, 1924.

Employment and wages, as reported by 628 identical firms, show a still further decline during the month of July, 1925, when compared with the data collected for the month of June. Although employment shows a decrease of only 1.4 per cent, total weekly wages dropped 4.0 per cent. A number of firms have offered as an explanation for this condition the fact that it is the vacation period and the mid yearly inventory period.

Iron and steel blast furnaces, iron and steel forgings, and carpets and rugs show the sharpest declines.

BUILDING PERMITS

Reports from 20 of the larger cities in the Commonwealth show that the July, 1925, record for building is almost \$21,000,000 greater than the record of July, 1924. This large increase is due mostly to the city of Philadelphia, which normally reports a ten to twelve million dollar estimated cost for a month. However, of the 18 comparative cities only 7 show decreases for July, 1925, when compared with July, 1924.

Comparing the 7 months' record of 1925 with the same period in 1924, it is seen that only 4 cities: Altoona, Harrisburg, Lancaster, and Uniontown have a record which shows a decrease in estimated cost. The 1925, seven month record for all of the cities is more than \$15,300,000, greater than the 7 months' record of 1924.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS.

Industrial accidents took another jump upward during July, 1925, when 16,624 were reported to the Bureau of Workmen's Compensation. This is almost 800 more than the number reported in June of this year, which month held the record for the first six months of the year. The total number of accidents reported during the first seven months of 1925 exceeds the number reported during the same period of 1924 by 2,716.

The record of the number of industrial fatalities, however, is 25 less for the 7 months' period of 1925 than for the 7 months' period of 1924. Of the 184 fatal accidents reported in July, coal mining was responsible for 91, transportation and public utilities 25, and other industries 68. Of the 91 fatalities reported by the mining industry, 59 were reported by the Anthracite coal industry and 32 were reported by the Bituminous coal industry. Of the 68 fatalities reported by other industries, manufacturing was responsible for 35, construction work 23, commercial 2, quarries 2, and State and municipal work 6.

Compensation agreements and awards were approved in 6,377 cases during July, 1925, incurring compensation to the amount of \$1,069,017, of which amount \$185,980 was awarded for fatal cases, \$217,555 was awarded for permanent injury cases, and \$365,482 was paid for temporary disability cases.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

ACTIVITIES OF STATE EMPLOYMENT OFFICES
JULY, 1925

MEN

WOMEN

Persons ap- plying for positions	Persons ask- ed for by employers		Persons sent to posi- tions		Persons re- ceiving po- sitions		Persons ap- plying for positions		Persons ask- ed for by employers		Persons sent to posi- tions		Persons re- ceiving po- sitions	
1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925
Agriculture....	214	372	293	293	134	211	Food.....	55	139	113	127	37	113	
Building Trades	922	1,097	716	716	450	595	Clerical.....	485	562	110	150	102	93	
Machinery and							Clothing & Tex- tiles.....	93	81	17	17	9	15	
Metals.....	1,124	1,336	674	674	544	616	Day Workers..	928	1,062	410	503	409	508	
Clerical.....	318	346	100	107	33	91	Home-Indus- tries.....	255	465	315	360	154	237	
Hotel & Inst'ns.	898	1,127	429	451	405	437	Hotel & Inst'ns.	678	820	369	346	236	298	
Mine & Quarry.	27	83	5	22	4	21	Machine and Pa- cage.....	176	101	18	21	65	17	
Transportation.	237	379	79	175	113	191	Prof'l & Train- ed.....	200	122	14	17	24	13	
Salaries.....	122	227	109	169	66	151	Sales.....	161	234	57	64	46	55	
Common Labor.	3,034	3,829	2,242	2,507	2,686	2,776	Miscellaneous...	142	303	22	57	18	51	
Miscellaneous...	786	1,069	588	615	541	578	Total.....	3,173	3,889	1,609	1,580	1,100	1,400	
Total (5 wks).	7,682	9,865	5,104	5,925	4,393	5,178	Retentions.....						0	
Retentions.....					19	23	June (5 wks)	4,068				1,510		
May (4 wks)	10,724				6,667		May (4 wks)	3,293				1,357		
April (4 wks)	8,318				5,107		April (4 wks)	3,431				1,413		
July '23 (5 wks)	16,863						July '23 (5 wks)						1,750	
July '22 (4 wks)	19,634						July '22 (4 wks)						1,323	

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Reporting	Number of wage earners— week ended		Total weekly wages— week ended		Average weekly earnings— week ended	
		July 13, 1925	June 13, 1925	July 13, 1925	June 13, 1925	July 15, 1925	June 15, 1925
ALL INDUSTRIES (39).....	628	237,075	240,323	\$5,900,074	\$6,145,432	\$24.89	\$25.57
METAL MANUFACTURES:	241	132,017	134,582	3,390,597	3,639,764	25.08	27.04
Automobiles, bodies, and parts.....	18	7,657	7,694	219,555	219,142	28.56	28.81
Car construction and repair.....	12	13,338	13,091	389,752	383,796	29.22	29.32
Electrical machinery and apparatus.....	19	6,961	6,336	122,648	140,138	17.62	22.12
Engines, machines, and machine tools.....	21	7,090	7,141	203,122	208,801	28.65	29.24
Foundries and machine shops.....	54	3,203	3,225	236,521	255,788	25.70	27.73
Heating appliances and apparatus.....	13	3,183	3,438	79,977	93,193	25.13	27.11
Iron and steel blast furnaces.....	13	12,041	13,665	285,147	363,287	23.68	26.59
Iron and steel forgings.....	12	3,632	4,060	75,476	91,423	20.44	22.52
Steel works and rolling mills.....	41	41,782	43,083	1,070,236	1,149,820	25.61	26.69
Structural iron works.....	9	2,891	2,817	78,235	72,801	27.06	25.84
Miscellaneous iron and steel products.....	26	20,335	20,361	524,444	552,979	25.79	27.16
Shipbuilding.....	3	3,854	3,758	105,484	108,596	27.37	28.90
TEXTILE PRODUCTS:	142	41,167	41,570	909,217	916,767	22.09	22.05
Carpets and rugs.....	11	2,909	3,423	72,903	86,728	25.06	25.34
Clothing.....	15	2,467	2,461	43,589	44,308	17.74	18.00
Hats, felt and other.....	5	4,234	4,369	115,058	114,905	26.80	26.67
Cotton goods.....	13	3,280	3,312	83,534	81,843	25.56	24.71
Silk goods.....	36	11,720	11,527	246,217	242,801	21.01	21.06
Woolens and worsteds.....	16	5,891	5,958	119,195	114,271	20.23	19.18
Knit goods and hosiery.....	37	9,412	9,353	199,103	202,624	21.15	21.66
Dyeing and finishing textiles.....	9	1,204	1,227	29,318	29,287	24.35	23.87
FOODS AND TOBACCO:	65	16,025	16,416	346,594	349,833	21.63	21.31
Bakeries.....	19	3,798	3,816	110,384	110,583	29.06	28.98
Confectionery and ice cream.....	18	5,371	5,519	114,782	116,525	21.37	21.11
Slaughtering and meat packing.....	11	1,826	1,821	49,679	50,572	27.21	27.77
Cigars and tobacco.....	17	5,630	5,260	71,749	72,153	14.26	13.72
BUILDING MATERIALS:	55	18,756	18,981	625,651	529,326	28.03	27.89
Brick, tile, and terra cotta products.....	13	2,175	2,261	49,750	52,474	22.87	23.18
Cement.....	14	7,713	7,520	236,614	218,769	30.68	29.09
Glass.....	24	8,035	8,376	219,121	236,839	27.27	28.02
Pottery.....	4	893	821	20,166	21,244	24.21	25.88
CHEMICALS AND ALLIED PRODUCTS:	27	7,616	7,544	217,298	209,847	28.53	27.82
Chemicals and drugs.....	16	909	922	25,697	25,180	28.27	27.31
Paints and varnishes.....	6	645	635	17,426	17,794	28.02	28.02
Petroleum refining.....	5	6,062	5,987	174,175	166,873	28.73	27.87
MISCELLANEOUS INDUSTRIES:	98	21,454	21,230	510,714	499,895	23.81	23.55
Lumber and planing mill products.....	8	3,028	3,110	64,851	57,391	21.35	18.45
Furniture.....	16	2,079	1,990	45,713	45,713	23.12	22.97
Leather tanning.....	18	5,255	5,313	126,033	130,555	23.98	24.57
Leather products.....	4	218	218	5,005	5,005	21.62	22.96
Boots and shoes.....	19	3,634	3,407	61,983	59,503	17.06	17.46
Paper and pulp products.....	12	3,483	3,440	90,670	87,484	26.03	25.43
Printing and publishing.....	18	2,791	2,815	89,892	89,892	31.73	31.91
Rubber tires and goods.....	3	940	937	28,524	24,412	27.15	26.05



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

BUILDING PERMITS ISSUED IN CITIES IN PENNSYLVANIA
DURING THE MONTH OF JULY

CITIES	1925			1924			January to July, Inclusive, 1925			January to July, Inclusive, 1924		
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Estimated Cost	Per- mits	Estimated Cost	Per- mits	Estimated Cost
Allentown.....	90	111	\$305,250	88	99	\$447,380	567	\$4,150,160	671	\$3,250,290		
Altoona.....	132	155	230,879	201	204	468,808	1,195	2,134,813	1,332	2,441,465		
Beaumont.....	58	58	594,204	47	47	198,237	327	2,086,975	318	1,122,317		
Bradford.....	48	48	66,920	29	29	22,061	272	532,245	181	473,391		
Easton.....	47	47	189,035	53	53	148,415	245	1,733,989	293	1,441,543		
Erie.....	180	180	597,359	167	167	459,255	1,405	5,067,217	1,259	3,316,283		
Harrisburg.....	80	105	346,220	69	97	225,875	531	3,291,746	574	3,998,540		
Lancaster.....	72	72	218,700	77	81	289,940	512	2,462,646	667	3,088,650		
Lebanon.....	81	81	171,167	85	85	175,635	718	2,369,589	489	1,680,918		
McKeesport.....	11	11	21,185				108	481,070				
Meadville.....	87	87	137,070				756	1,523,835				
New Castle.....	1,413	2,357	30,737,760	1,564	2,380	11,162,525	8,842	116,772,275	9,892	83,731,010		
Philadelphia.....	823	823*	2,964,300	788	788*	2,623,977	5,308	26,517,554	4,952	20,472,109		
Pittsburgh.....	210	241	964,925	263	286	381,125	1,552	4,175,899	1,831	3,949,147		
Reading.....	151	151	451,331	167	167	467,745	1,105	4,769,751	1,137	3,118,795		
Seranton.....	22	22	164,175	22	22	56,400	133	1,271,916	201	1,802,730		
Uniontown.....	10	10	44,232	12	12	35,700	104	611,858	84	406,685		
Warren.....	108	108	313,294	147	147	368,415	909	2,824,013	982	2,569,844		
Wilkes-Barre.....	87	87	300,085	97	97	106,999	621	1,611,593	675	8,066,23		
Williamsport.....	107	107	163,850	176	176	220,022	817	2,214,310	1,209	1,519,961		
York.....												
Total.....	3,739	4,763	\$38,837,686	4,052	4,937	\$17,858,544	25,193	\$181,638,539	26,767	\$139,325,304		

* Operations not given.
** Not included in totals for comparative purposes.

NEW BUILDINGS, ALTERATIONS, AND REPAIRS IN CITIES IN PENNSYLVANIA
FOR THE MONTH OF JULY

CITIES	1925			1924			Alterations, Repairs, Etc.			Alterations, Repairs, Etc.		
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost
Allentown.....	56	77	\$252,250	34	34	\$53,000	61	71	\$403,450	27	28	\$13,930
Altoona.....	75	78	179,699	77	77	31,180	84	87	439,918	117	117	28,890
Bradford.....	28	28	51,570	20	20	15,350	28	28	21,261	1	1	800
Easton.....	23	23	5,10014	21	21	34,935						
Erie.....	121	121	440,425	59	59	156,934	117	117	416,755	50	50	42,500
Harrisburg.....	61	84	268,185	19	21	78,035	55	82	216,725	14	15	9,150
Lancaster.....	37	37	202,050	35	35	16,650	40	44	269,180	37	37	20,760
McKeesport.....	52	52	156,630	29	29	14,537	57	57	159,875	28	28	15,760
Meadville.....	4	4*	15,800	7*	7*	5,385						
New Castle.....	63	63*	126,480	24	24*	11,190						
Pittsburgh.....	849	1,787	30,025,500	564	570	732,260	888	1,677	10,209,835	676	703	952,700
Reading.....	539	539*	2,700,982	284	284*	263,318	542	542*	2,423,083	246	246*	200,894
Uniontown.....	22	22	164,175	142	142	76,825	81	104	230,075	182	182	151,050
Warren.....	8	8	43,000	2	2	1,232	22	22	56,400	5	5	9,700
Wilkes-Barre.....	51	54	260,545	54	54	52,749	63	63	278,923	84	84	89,482
Williamsport.....	51	51	252,550	36	36	47,526	49	49	87,860	48	48	19,139
York.....	41	41	151,215	66	66	12,635	74	74	145,319	102	102	74,703

* Operations not given.
** No permits required for alterations or repairs unless outside walls or roofs are changed.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

ACCIDENT REPORTS RECEIVED BY THE
BUREAU OF WORKMEN'S COMPENSATION

AGREEMENTS APPROVED

1925	Fatal	Permanent Disability	Temporary Disability	Total	1925	Fatal	Permanent Disability	Temporary Disability	Total
January.....	201	152	15,187	15,540	January.....	283	267	6,599	7,149
February.....	171	127	14,081	14,379	February.....	157	250	5,833	6,240
March.....	161	132	15,385	15,678	March.....	138	264	7,014	7,416
April.....	183	127	14,124	14,434	April.....	195	320	6,287	6,802
May.....	170	130	14,393	14,693	May.....	175	283	7,473	7,931
June.....	199	160	15,496	15,855	June.....	140	295	6,581	7,016
July.....	184	158	16,282	16,624	July.....	164	263	5,950	6,377
.....Total.....	1,269	986	104,948	107,203	Total.....	1,252	1,942	45,737	48,931
1924					1924				
August.....	187	112	14,549	14,848	August.....	118	243	5,498	5,859
September.....	167	136	14,094	14,397	September.....	207	215	5,435	5,857
October.....	180	118	15,721	16,019	October.....	160	291	5,980	6,431
November.....	194	106	13,283	13,583	November.....	109	239	6,546	6,894
December.....	187	132	13,886	14,205	December.....	155	285	6,039	6,479
*Grand Total.....	23,946	7,016	1,736,530	1,767,492	*Grand Total.....	19,216	15,493	626,824	661,533

COMPENSATION AWARDED AND PAID

1925	Fatal Comp. Awarded	Fatal Comp. Paid	Disability Comp. Paid	Total Comp. Paid
January.....	\$ 641,085	\$ 331,574	\$ 680,555	\$ 1,012,129
February.....	437,462	243,520	551,749	795,269
March.....	440,868	243,656	670,200	913,856
April.....	544,427	303,905	521,024	824,929
May.....	536,570	289,804	723,059	1,012,866
June.....	358,888	229,889	730,810	960,699
July.....	485,980	396,042	508,190	964,232
Total.....	\$ 3,445,280	\$ 2,038,390	\$ 4,445,587	\$ 6,483,977
1924				
August.....	\$ 427,772	\$ 254,811	\$ 526,265	\$ 781,076
September.....	577,349	297,789	506,767	804,555
October.....	460,194	322,568	525,484	848,052
November.....	350,987	286,082	533,821	819,573
December.....	415,996	263,122	606,408	869,530
*Grand Total.....	\$52,422,943	\$20,415,467	\$46,122,676	\$66,538,143

**PERMANENT INJURIES

1925	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
January.....	9	\$ 16,873	6	\$ 14,900	18	\$ 36,217	11	\$ 19,282	52	\$ 78,205
February.....	7	16,624	4	11,244	14	25,831	14	24,430	39	57,197
March.....	10	23,357	5	11,172	13	26,601	13	23,389	36	53,591
April.....	15	35,660	9	22,554	21	42,900	9	15,480	54	80,393
May.....	2	4,386	6	14,358	16	32,124	15	26,668	43	63,466
June.....	7	17,342	8	18,060	21	40,110	21	31,434	51	81,434
July.....	10	25,538	3	7,740	10	20,535	11	19,337	40	60,635
Total.....	60	\$ 139,780	41	\$ 99,128	113	\$ 224,318	94	\$ 107,363	315	\$474,921
1924										
August.....	7	\$ 17,443	6	\$ 14,001	21	\$ 42,734	8	\$ 14,088	49	\$ 71,739
September.....	10	25,640	4	9,890	11	21,473	10	17,730	42	65,969
October.....	11	26,639	4	10,030	11	23,100	12	20,457	47	72,000
November.....	7	17,750	6	15,480	17	32,187	11	20,900	61	92,031
December.....	11	23,344	11	27,500	25	51,193	13	24,400	69	90,530
*Grand Total.....	1,035	\$2,010,961	716	\$1,539,739	2,332	\$4,126,436	1,296	\$2,072,825	5,662	\$7,685,582

**PERMANENT INJURIES—(Continued)

1925	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amt. Paid
January.....	105	\$ 32,541	99	\$ 18,266	4	\$ 19,332	\$ 236,616	\$ 278,870
February.....	116	37,485	92	17,451	8	20,426	209,738	233,682
March.....	132	43,841	100	18,782	8	21,134	221,867	280,480
April.....	150	48,994	116	21,274	4	3,620	270,875	144,925
May.....	124	43,460	117	20,200	5	7,432	212,194	274,558
June.....	110	38,212	102	18,412	19	47,756	300,053	335,947
July.....	116	39,225	120	22,715	14	21,830	217,555	202,708
Total.....	852	\$ 284,758	746	\$137,163	62	\$ 141,530	\$1,668,898	\$ 1,751,170
1924								
August.....	92	\$ 31,489	84	\$ 15,941	8	\$ 13,356	\$ 220,781	\$ 216,820
September.....	114	40,085	72	13,215	3	9,460	203,462	215,236
October.....	116	41,254	132	25,498	5	22,025	241,003	203,957
November.....	109	36,189	74	15,162	2	5,560	235,259	178,693
December.....	104	38,231	105	17,999	3	9,922	283,169	270,888
*Grand Total.....	3,104	\$1,059,450	2,614	\$488,122	328	\$1,070,085	\$20,053,200	\$14,848,004

*Since the inception of the Act—January 1, 1916.

**Multiple losses separated respectively.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

*Days Lost from Accidents Reported to the Bureau of Workmen's Compensation During January to July, Inclusive, 1925

CAUSE (1)	Building and Contract- ing. (2)	Chemicals and Allied Products. (3)	Clay, Glass and Stone Products. (4)	Clothing Manufacture. (5)	Food and Kindred Pro- ducts. (6)	Leather, Rubber and Composition Goods. (7)	Liquors and Beverages. (8)	Lumber and Its Re- manufacture. (9)	Paper and Printing In- dustries. (10)	Textiles. (11)	Laundries. (12)	Metals and Metal Prod- ucts. (13)	COAL MINES		Transportation and Public Utilities. (16)	Quarries and Mines Other Than Coal. (17)	Tobacco and Its Prod- ucts. (18)	Miscellaneous Indust- ries. (19)	Hotels and Restaurants. (20)	Mercantile Establish- ments. (21)	Jobbers and Ware- houses. (22)	Municipalities. (23)	Total. (24)
													Anthracite. (14)	Bituminous. (15)									
Machinery	37,259	1,856	27,861	8,404	31,239	17,498	770	62,923	18,301	39,960	652	320,562	19,814	44,852	2,992	18,965	1,569	7,388	2,245	10,902	910	16,616	693,334
Boilers	54	83	4	15	55	.....	.....	21	82	.....	12	12,169	6,043	10	262	20	12	46	28	.....	.....	22	18,938
Pumps, Compressors & Prime Movers.	15,403	12,749	405	.....	6,225	27	60	843	6,033	32	.....	9,757	7,347	6,194	6,476	4,608	.....	100	14	6,030	8	129	82,640
Transmission	6,755	12,502	6,271	78	6,137	6,333	.....	132	6,121	179	.....	25,303	9,452	339	823	13,357	.....	71	.....	44	.....	22	93,919
Elevators	12,436	6,196	432	163	6,908	339	36	6,141	229	24,431	2	25,337	11,563	24,197	6,549	12,062	6,119	6,697	6,219	686	394	90	158,226
Cranes & Derricks	64,838	2,356	6,595	36	6,887	131	10	138	129	6,094	.....	212,948	6,811	8,125	18,949	12,475	300	180	3	187	184	6,200	353,376
Cars & Engines.....	57,060	18,541	23,081	5	6,520	123	68	6,777	348	80	.....	198,344	479,603	402,334	684,745	30,974	6,017	6,490	24	740	247	12,751	1,964,872
Motor Vehicles	34,147	18,610	520	241	7,513	110	50	357	621	481	62	45,235	6,358	386	216,001	6,273	15	19,559	6,160	15,134	1,524	66,425	445,772
Horse Vehicles	7,077	500	465	3	308	10	3	13,490	28	64	12	194	6,415	485	46,552	244	.....	996	13	528	68	19,404	96,859
Hand Trucks	2,657	609	3,689	151	6,927	496	34	923	7,084	781	71	31,433	282	423	5,933	316	92	366	84	579	601	144	63,678
Water Craft	283	32	.....	.....	.....	.....	.....	.....	6,090	.....	.....	6,046	5	24	137	11	.....	.....	.....	.....	.....	9	24,547
Handling Objects	46,294	13,178	24,602	8,182	13,803	4,489	524	9,111	3,574	10,770	262	178,483	63,507	40,393	33,629	3,212	462	12,155	8,487	8,726	9,513	5,713	498,979
Hand Tools	41,440	1,942	4,748	975	8,889	2,352	89	11,373	1,551	1,422	66	52,341	22,303	32,020	26,185	8,375	104	3,561	1,082	4,747	6,555	4,985	235,616
Electricity	36,462	12,019	6,202	55	6,036	87	.....	21	108	66	.....	79,426	48,769	7,169	127,387	75	.....	89	14	68	6	18,031	342,090
Explosives & Explosions	20,786	24,551	6,179	12	6,134	52	1,833	22	34	10,767	.....	51,312	423,431	75,147	12,373	13,466	.....	6,453	6,158	140	6,073	18,365	673,296
Hot & Corrosive Substances	30,105	7,787	12,668	285	1,691	697	145	323	6,938	1,203	77	90,492	20,006	7,536	10,975	6,300	36	7,364	7,501	6,938	150	36,843	257,060
Falling Objects	140,813	19,097	15,503	404	7,425	2,352	56	15,052	1,071	956	20	119,273	32,636	13,909	22,772	10,537	47	1,550	196	1,738	572	19,638	425,617
Falling Objects (Mines & Quarries)....	127	.....	12,818	.....	.....	.....	.....	.....	.....	.....	.....	24	1,092,571	798,276	6,000	25,375	.....	.....	.....	.....	.....	79	1,935,270
Fall of Persons	280,753	16,071	35,163	7,818	4,875	7,215	6,475	9,548	2,361	3,742	6,233	159,990	94,529	31,758	131,284	7,341	417	26,914	8,826	32,602	7,986	42,033	923,969
Stepping upon or Striking Against Ob- jects	19,041	970	10,161	588	2,595	641	49	6,981	1,102	1,849	213	25,562	28,734	5,248	4,693	476	197	1,982	882	9,440	680	1,189	123,613
Miscellaneous Causes	113,762	12,830	26,087	258	1,147	6,169	89	840	6,370	6,574	46	79,336	50,245	18,056	53,413	452	.....	21,524	205	7,434	212	51,035	456,114
Total	1,010,267	182,422	224,454	28,073	131,314	47,632	10,296	145,016	68,085	115,454	7,718	1,703,567	2,440,424	1,516,881	1,418,160	174,914	15,387	117,515	48,141	106,663	35,683	319,723	9,567,789

*WEIGHTED ACCORDING TO THE SCALE OF TIME LOSSES FOR WEIGHING IN-
DUSTRIAL ACCIDENT DISABILITIES RECOMMENDED BY THE INTERNATIONAL AS-
SOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

Accidents Reported to the Bureau of Workmen's Compensation During January to July, Inclusive, 1925

CAUSE	Building and Contracting		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing Manufacture		Food and Kindred Products		Leather, Rubber and Composition Goods		Liquors and Beverages		Lumber and its Remanufacture		Paper and Printing Industries		Textiles		Laundries		Metals and Metal Products		COAL MINES				Transportation and Public Utilities		Quarries and Mines Other Than Coal		Tobacco and its Products		Miscellaneous Industries		Hotels and Restaurants		Mercantile Establishments		Jobbers and Warehouses		Municipalities		Total		
	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.			
Machinery	3	425		78	1	293		400	2	270	1	239		13	1	723		422	3	669		49	20	4,836	2	301	5	492		66	2	67		77		211		53		166		27	2	70	42	9,947	
Boilers		5		3		1		1		5						1		3				1	2	17	1	5		1		14		2		1		2		1			2	3	65				
Pumps, Compressors and Prime Movers	2	46	1	30		11			1	12		2		2		8	1	2		4			1	52	1	25		32	1	16		5				12							5	9	268		
Transmission	1	7	2	15	1	19		5	1	7	1	4				9	1	11		10			3	54	1	30		22		5	2	10				3			4			2	13	217			
Elevators	2	64	1	12		16		9	1	38		5		2	1	11		17	4	25		1	4	75	1	35	4	14	1	15	2	2	1	3	1	35	1	16		47		21		5	24	468	
Cranes and Derricks	9	493		36	1	45		2	1	34		7		1		11		10	1	8			28	1,297	1	60	1	24	2	89	2	39		1		8		1		12		13	1	8	47	2,199	
Cars and Engines	11	207	3	43	3	293		1	1	28		6		3	1	54		27		5			23	1,971	63	3,917	52	3,738	98	4,432	4	126	1	2	1	26		1		55		18	2	36	266	12,989	
Motor Vehicles	5	239	3	32		34		13	1	59		7		4		28		21		23		3	4	561	1	25		20	27	4,903	1	20		1	3	67	1	5	2	166		62	10	352	58	4,648	
Horse Vehicles	1	67		22		23		1		19		1	2	76		1		3		1			12	1	24		30	6	662		10				48		2		28		4	2	138	12	1,173		
Hand Trucks		207		51		284		11	1	85		37		3		67	1	83		58		7	2	1,217		22		2		379		22		6		29		8		48		48		11	4	2,714	
Water Craft	2	18		4												1						1	4		1		3		11		2										2	4	45				
Handling Objects	1	2,311	1	406	2	1,183	1	153	1	605		196		43	2	547		312	1	339		21	12	7,066	5	2,653	3	1,458	2	3,607		245		37	1	358	1	180		619	1	256		265	34	20,860	
Hand Tools	3	1,083		112		246		55	1	238		79		8	1	357		87		105		3	1	2,807		1,399		1,639	2	684	1	183		10		142		82		283	1	44		131	10	10,217	
Electricity	6	25		3	1	13		3	1	4		7				2		6		6			13	116	8	81	1	106	21	101		5				5		2		6		1	3	3	54	495	
Explosives and Explosions	2	69	6	31	1	17		1	1	7		4		5		2		2	1	19			5	109	69	465	10	129	2	27	2	19			1	27	1	12		13	1	3	3	18	105	970	
Hot and Corrosive Substances	4	355	1	154	2	166		19		127		60		10		26	1	71		98		9	11	1,889	3	178	1	119	1	280	1	33		3	1	97	1	118	1	67		13	6	63	34	3,958	
Falling Objects	20	1,207	3	86	2	278		32	1	105		40		6	2	184		75		79		1	13	2,055	5	222	2	112	3	329	1	106		4		93		19		131		39	3	91	55	5,294	
Falling Objects (Mines and Quarries)		8			2	58																	3	170	1,016	114	4,010	1		4	100											8	291	8,263			
Fall of Persons	40	2,008	2	252	5	402	1	121		330	1	99	1	29	1	220		195	1	266	1	16	21	2,225	13	1,315	4	520	19	4,116	1	90		21	2	479	1	176	4	570	1	118	6	319	125	10,887	
Stepping Upon or Striking Against Objects	1	1,173		100	1	290		89		185		56		5	1	94		97	1	155			13	2	1,295	3	1,134		428		438		40		15		154		67	1	267		53		100	10	6,248
Miscellaneous Causes	17	337	2	70	4	186		18		86	1	18		4		62	1	31	1	48			5	11	1,016	7	803	2	343	8	454		41			3	157		18	1	107		18	8	187	66	4,009
Total	133	10,334	25	1,573	26	3,858	2	934	14	2,214	4	867	1	139	12	2,482	6	1,481	13	1,920	1	130	177	28,668	355	17,151	199	13,293	194	11,628	23	1,167	2	181	13	1,953	6	762	10	2,591	4	739	46	1,816	1,266	105,934	

*F. Indicates Fatal. N. F. Indicates Non-Fatal.

FOURTEENTH ANNUAL SAFETY CONGRESS

**OF THE
NATIONAL SAFETY COUNCIL**

**September 28 to October 2
Cleveland, Ohio**



The Congress of the National Safety Council affords a splendid opportunity for training of the men who have accident prevention matters in charge in any progressive industry.

Those who attend this Congress will receive many helpful ideas which, if put into effect in their own plants, cannot help being beneficial. The Pennsylvania Department of Labor and Industry would urge every establishment in the State of Pennsylvania to have a representative present at this meeting.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
RICHARD H. LANSBURGH, Secretary

SEPTEMBER

LABOR AND INDUSTRY

Vol. XII



No. 9

Featuring

**Cooperation With Employers as a
Means of Reducing Accidents**

Harrisburg, Penna.
1925

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**COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY**

RICHARD H. LANSBURGH, Secretary

SEPTEMBER

LABOR AND INDUSTRY

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**Harrisburg, Penna.
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COOPERATION WITH EMPLOYERS AS A MEANS OF REDUCING ACCIDENTS

BY RICHARD H. LANSBURGH

Secretary of Labor and Industry

Industrial accidents are tending to increase rather than to decrease at the present time. Of this there is no question. It is only through organized programs of some magnitude that it is possible to even hold the number of industrial accidents stationary, and to decrease them requires almost super-human effort. There may be a number of reasons for this condition and I do not feel that we are in a position in Pennsylvania to give final reasons for the causes of this condition. We do know, of course, that in coal mining, in which approximately thirty per cent of the industrial accidents of our State occur, conditions, year by year, get more difficult. Deeper and more dangerous seams are being mined as those which were easier to work become exhausted. We know, also, that the extension of the transmission of electrical power of high voltage is causing a huge increase in accidents in that industry, and that probably such accidents will continue on an upward curve for some years to come. We know that as known hazards become better guarded there is no appreciable reduction in the number of accidents. This may be because the additional guarding is only keeping pace with the extension of industrial hazards, and that the additional amount of employment, through the extension of industry, must necessarily increase those accidents which are caused by lapses of human faculties or through direct and downright carelessness.

In 1924 in Pennsylvania we enjoyed a reduction of industrial accidents over 1923, comparative figures being: for 1923, fatalities 2,412; for 1924, fatalities 2,209; for 1923, non-fatalities 198,023; for 1924, non-fatalities 175,330. For the seven months of 1925, to August 1st, there was a slight reduction in the number of fatal accidents over the seven months for 1924, the figures being 1925, 1,269; 1924, 1,294. There was, however, an increase of 2.6 per cent in the number of non-fatal accidents reported. It is difficult to compare several years because of the variation in the conditions involved but, I may say broadly that accidents in Pennsylvania are neither increasing nor decreasing at the present time. They are just about continuing on the same level. In fact, the regularity of the number of accidents reported month by month is most surprising. For instance, in fatal accidents reported in the first seven months of 1925, the average per month was 181, while the minimum was 161, and the maximum 201.

Minor variations in the number of accidents reported can be caused readily by administrative measures, such as the steps recently taken by the Pennsyl-

vania Department of Labor and Industry to insure that all accidents are reported. The Pennsylvania law provides a fine of \$100 for failure to report accidents within thirty days. We have been advertising this fact throughout the State with the result that many minor accidents are being reported now which probably have gone unreported in previous years. So let us assume that industrial accidents in Pennsylvania are not materially increasing nor decreasing, and discuss rather the means of cooperating with employers to see that accidents do not increase and, over a long period of time do actually decrease.

COORDINATION OF DEPARTMENTAL BUREAUS

One of the most important measures which a State Department of Labor can take is to so coordinate the various phases of its own work that the employers of the State may feel the unity of action resulting therefrom. For instance, it is essential that the compensation work, the development of safety standards and regulations, and the inspection work be closely integrated. Thus, the experience of our Compensation Bureau, to which accidents are reported, is utilized in numerous ways by our Bureau of Industrial Standards which has charge of the development of our Safety Codes. Accident reports now come first to the Bureau of Industrial Standards for careful inspection prior to forwarding them to the Bureau of Workmen's Compensation for follow-up to see that compensation is properly paid. This gives our Industrial Standards Bureau an opportunity to make investigation of accidents while the accident is still fresh in the memories of all within the plant. From these investigations much valuable data is secured concerning the efficacy of present safety codes or the desirability of new ones. Our Bureau of Inspection works closely with our Bureau of Industrial Standards in the development of new standards and, in fact, operates as the field force for the investigation of accidents, and in other ways assists in routine day to day operation. As far as the employer is concerned, we are endeavoring to make him feel that he is dealing with the Department of Labor and Industry, and not with any particular bureau thereof; that we are all working for the same end and in close harmony; and that needless complication and red tape have been eliminated. This is the first step in securing the cooperation of the employer. He must feel that he is dealing with a business organization, with overhead cut to the minimum, and not with a group of State Bureaus, the inter-relationship of which he cannot be expected to understand.

PROFESSIONAL FACTORY INSPECTORS

It is most important that the employer shall know that he is dealing with men who are capable of giving him sound advice and counsel. Thanks to our present Governor Gifford Pinchot, we have been able to professionalize

our factory inspection force. New appointments have been made strictly on a basis of the capacity of the individual without political consideration. Most of the newly appointed inspectors have been engineering-college graduates, and the remainder have been men with long manufacturing experience. When these men approach an employer, the employer knows he is talking to some one he can respect.

COOPERATION WITH EMPLOYERS

Cooperation of the Department with employers takes a number of forms. The first is the development of the regulations, or Safety Standards of the Department. It is a fundamental principle that any safety code which does not have the cooperation of a reasonable number of the employers in an industry will be unenforceable or very difficult of enforcement. We, therefore, take every possible step to secure the cooperation and approval of the employers prior to the promulgation of a safety code or regulation. Regulations must be developed to meet the actual conditions as they exist in the industries of Pennsylvania. They must meet conditions as they exist today, not yesterday. Safety codes become out of date rapidly and should be revised frequently. Above all, safety codes should be developed in direct relation to the accident experience of the industries, and that is the only basis on which it is possible to sell a safety code to the employers of our State. We are, therefore, engaged in making intensive analyses of conditions in relation to all codes that we are about to consider. We are revising our Power Transmission Code and are engaged in the study of five thousand power transmission accidents. We are developing a code for paint spraying and have the Professor of Industrial Hygiene of the University of Pennsylvania engaged in a special study of the hazard of benzol poisoning and other similar hazards of this new and important industrial operation. When our Power Transmission Code is ready for consideration, we will be able to say, "Five thousand power transmission accidents show us this." When our Paint Spraying Code is ready for consideration, we can say, "Scientific study of the hazards of this operation definitely proves these points."

REPRESENTATIVE COMMITTEES

All of our codes are developed in the Bureau of Industrial Standards of our Department, but with the assistance of representative committees of the industry involved. By representative committees, I mean committees on which there is real representation of both the employer and the employee. The broad mindedness of persons who are willing to serve on these code committees has been most unusual. Finally, before the adoption of any regulations we send them to public hearings in the portions of the State which are affected, and in these public hearings we receive the open criticism of the employers who are to be affected. These public hearings permit us to

eliminate unreasonable and impossible sections from our regulations and give us an enforceable code when it is finally adopted. We do not take all suggestions which are made by employers. In fact, always many suggestions are made with the immediate pocket-book as the only consideration. However, our position is always strengthened in the matter of reasonableness of the regulations of a code after its adoption when we point out that opportunity was afforded the industry to question the regulation prior to its adoption. Finally, with regard to cooperation of employers in development of regulations, I wish to stress the point which I first made, namely, that it is necessary to keep an open mind toward change. Regulations must change to meet varying conditions.

INSPECTORS' RESPONSIBILITY

Another important step in securing the cooperation of the employer in accident-reduction work is the method of approach of the Departmental inspector when he visits an industry. Our attitude on this can be best expressed by quoting our standing instructions to our inspectors:

"In inspection work, each inspector will be required to perform the work in a painstaking and helpful manner. Throughout the visit to an establishment the work must be carried on by salesmanship rather than by the exercise of purely police authority. Inspectors should endeavor, by every possible means, to make the responsible persons in the establishment understand the desirability, from their own interests, of observance of the law. They should be approached not only from the standpoint of cooperation in the enforcement of the laws in this State, but wherever possible, in such a way that they will see that good working conditions are a good business proposition. The inspector should endeavor, in every way, to have his expert services welcomed.

"Only in case of utter and willful disregard for the law or where an attitude of disrespect to the inspector and the law is shown, will the inspector be justified in arbitrarily exercising police authority. It should be realized that an attitude of disrespect is frequently caused by the inspector's own attitude. A full knowledge of his duties, basic conditions in establishments, and the profit making side of law observance, presented in a forceful manner is bound to breed respect for the inspector."

To assist our professionalized inspection force in carrying out this policy, we are developing very carefully drawn standard practice instructions which will give our inspectors such a fund of technical information that they will, in fact, have something real to sell while making an inspection.

EMPLOYEES' RESPONSIBILITY

Another important step in securing the cooperation of employers is to indicate clearly that the Department recognizes that a large percentage of industrial accidents is caused by workers who have not only disregarded every standard developed by the employer but, in addition, have been responsible personally for the whole proceeding which caused the accident. For instance, it is interesting to know that so far in 1925 three workers in Pennsylvania have been killed by proceedings which are analogous to crawling out on a limb of a tree and cutting it off. In fact, one of these workers was killed by doing just that, another by relying for support on a hanger which he was at that moment engaged in removing, and the third on the new bridge on the Delaware River between Philadelphia and Camden, by sawing off the support of a piece of false work on which he was at the time sitting. Workers jump from moving trucks. They go alone into locations where a sign placed by the employer tells them always to take some one with them. They engage in repair jobs and sit on a crane way without notifying anyone where they are. They refuse to wear rubber gloves which are provided by employers for work on power transmission lines. They will not wear goggles. They refuse to wear leggings in foundries. They take short cuts through places where it is not humanly possible to provide guards. And they remove guards.

We are engaged in an attempt to educate the workers of the State just as we are engaged in attempting to educate employers. We are attending workers meetings. We are trying to reach the workers, in every possible way. And when necessary, we are prosecuting them for failure to utilize guards which are provided, or removing guards contrary to the regulations of the Department. I feel that an important element in securing the cooperation of employers is through making it known that every effort is being made to assist employers in instilling safety methods into the minds of employees.

THE MONTHLY BULLETIN OF THE DEPARTMENT

The Department has turned its monthly publication into a safety organ to which articles are contributed by employers of the State. We are thus able to show employers what others are doing in safety work and to make them feel close to the Department by the thought that the Departmental publication is, in fact, their publication.

CORRESPONDENCE WITH EMPLOYERS ON ACCIDENT PREVENTION

We are making every effort to have individual employers feel that we are close to their daily safety problems, and have an interest in them. We exercise a close follow-up of accidents, not only through investigations but

through letters which call their attention to increases in accidents over corresponding periods of the year before, or which commend them for results in accident reduction that are indicated by our records. We write special letters under certain circumstances. For instance, this year we write a letter in each case of infection or eye injury, calling attention to the results of failure to report minor scratches, or to use goggles. We make this a personal letter, over my written signature, based on the individual accident and ask that the letter be posted on the bulletin boards where the men can see it. This secures the close and whole-hearted cooperation of employers. For instance, the Atlantic Refining Company says, in response to one of these letters, "We thank you for your interest in our problems and assure you of our willingness to cooperate with you." The Keystone Forging Company says, "We assure you that we are trying to cooperate with your Department and feel now as though we will receive better cooperation from employes in the matter of reports." And Hubbard and Company say, "We wish to take this opportunity to express our appreciation and approval of this manner of constructive criticism and we fully believe that this method, properly displayed, will go a long way toward the education of employes in safety." We have a hundred letters just like these.

ENFORCING SAFETY REGULATIONS

I do not believe that all employers can be reached through the methods which I have just described. The big stick is still necessary, but it should only be wielded when it cannot be avoided. No matter how much cooperation you are securing, complete factory inspection is still required and is an important means of reducing accidents. In the first six months of this year our inspectors made 58,739 visits; and 11,193 of these were special inspections for a particular purpose. As a result of these visits, 6,420 orders were issued to bring conditions up to standard. All orders are in writing. There is a time limit for compliance and the time limit is enforced. I want to make it clear that, in my opinion, a Department secures better cooperation from employers when they know that the Department is rigidly enforcing the laws and the regulations to the letter. We do that and sometimes we have to prosecute, although we feel that the successful inspector is the one who can secure compliance without prosecution. But in the first six months of 1925, we had 213 successful prosecutions where no other means of securing compliance was possible.

Each of our inspectors is held responsible for the condition of his district, and he must use every means at his command to bring conditions to standard, but I feel that safety cannot be secured through police methods. Too large a percentage of accidents is from causes entirely outside of any standards or regulations. It is only through the cooperation of the Department, employers, and employes of the State that we can prevent accidents from increasing, or can develop the safety idea so that accidents finally will show a continuous curve downward.

STUDY OF THE HAZARDS OF PAINT SPRAYING

BY ELIZABETH B. BRICKER, M.D.

Chief, Hygiene and Sanitation Section, Bureau of Industrial Standards

During the last ten years the use of spray gun for the application of paint, varnish, lacquer, shellac, enamel, and other substances designed for covering purposes has increased very greatly. With this increasing employment there have arisen in the minds of many of those interested, questions relating to the health and safety of the operators of this appliance, as influenced by its use.

From some sources there has been agitation demanding that the spraying of paints and similar substances be prohibited because of its injurious effect on the health of the workers; from other sources there have been just as vigorous claims that it is a harmless operation.

On several occasions cases of illness in persons using the spray gun were reported to this Department as having been caused by the materials sprayed. Help has also been asked by manufacturers who have requested suggestions as to the best methods of protecting their operators from the excess spray. Because of these incidents it was felt that the Department should make a definite effort to formulate suggestions or instructions that would make this operation, which is of such great economic value to the industries of this state, a safe procedure.

As a first step in the development of such assistance, tentative regulations covering the subject were drawn up. These were distributed as widely as possible to individuals and organizations interested in this process, with the request that they be freely criticised and such criticisms be forwarded to the Bureau of Industrial Standards of the Department of Labor and Industry.

The extraordinarily conflicting comments on this tentative draft, together with further study into the various phases of this operation, decided the Department that an intensive, scientific investigation of the problem should be undertaken. With this end in view, the services of Dr. Henry Field Smyth, Assistant Professor of Industrial Hygiene, and Dr. Edwin F. Pike, Instructor in Chemistry, both of the University of Pennsylvania, were retained to assist in the development and the execution of this survey. These men, together with the members of the Bureau of Industrial Standards assigned to this work, constitute the field force gathering, correlating, and evaluating the data obtained during the study.

To further assist in the work an advisory committee composed of technical men representing varied interests has been asked to aid in this study.

This committee is composed of:

SURGEON L. R. THOMPSON,

Chief, Division of Industrial Hygiene and Sanitation,
United States Public Health Service;

DR. EMERY R. HAYHURST,

Professor of Hygiene,
The Ohio State University;

DR. HOWARD E. BRICKER,

President, Philadelphia Association of Industrial Medicine;

DR. WADE WRIGHT,

Assistant Medical Director, Metropolitan Life Insurance Co.,
New York City;

DR. H. BRADSHAW,

E. I. du Pont de Nemours and Company,
Wilmington, Delaware;

JAMES A. S. BRATTON,

Representing Labor,
238 Sigel Street, Philadelphia, Pa.

They have been asked to criticise the methods developed by the field workers, to offer suggestions for increasing the efficiency of the work, and, when all tests are completed, they will be the body which will pass upon the results obtained and assist in making a practical application of the information gathered.

The survey aims to include as many establishments as possible, with a study of the use of spray painting equipment, operated with and without exhaust ventilated cabinets or mechanically ventilated rooms.

The methods of study adopted may be grouped under four heads.

1. *Survey of working places and equipment.* This includes the gathering of data on the size, ventilation, lighting and crowding of the room where work is being done; on the type of apparatus used, the method of supplying the substances sprayed and the pressure under which they are delivered; on the amounts of material used and the storage of the supply; on the type and size of cabinet, the adequacy of the exhaust ventilation as determined by Kata thermometer measurement of air flow at the working face of the cabinet; on the visible evidence of spray on the worker and on objects outside of the cabinet, or visible evidence of spray escaping from the front of the cabinet; on the lighting of the cabinet; on the fire protection, and the up-keep and cleaning of the cabinet; on the position of the objects being sprayed and the location of the operator; on the use of a mask when spraying; and on the examination of the materials being sprayed, for the presence of toxic substances.

2. *Physical tests.* These include records of the air temperature and the relative humidity in the workrooms and Kata thermometer anemometric readings as mentioned above.

3. *Chemical tests.* These tests are made on samples collected as nearly

as possible at the working area and head level of the person operating the spray gun and are for the presence of lead, for the presence of benzene, and for the total solvent vapors in the air.

The tests for lead are made by aspirating a measured sample of air through a cotton filter, dissolving this filter in mixed acid and testing for lead by the Fairhall method for the determination of small amounts of lead in the presence of organic matter.

The tests for the amount of benzene are made by aspirating ten liters of air through mixed nitric and sulphuric acid to form nitrobenzene. The acid is then diluted with water, neutralized with sodium hydroxide, extracted with ether in a continuous extraction apparatus, the ether extract evaporated, the residue taken up in alcohol and titrated with a standard stannous chloride solution.

The tests for total solvents were carried out by employing the method used by the Benzol Committee of the National Safety Council in their study for the presence and the effects of benzol in certain industries. Their test requires the aspiration of 100 liters of air through a weighed tube of activated charcoal, the air first passing through a cotton and mineral wood filter to remove the dust, through a tube of soda lime to remove the carbon dioxide, and then through a tube of calcium chloride to remove the water vapor.

This method seems to give a rough estimation of benzol vapor, but when used with the vapors of the mixed solvents commonly occurring in varnishes and lacquers it was found unreliable. After nine tests, therefore, it was discarded. Experiments are now being conducted for the purpose of developing a more accurate method for estimating the total volatile solvent vapors.

4. *Physical examinations and medical and working histories of the men engaged in spray painting.* These examinations include a record of the pulse and blood pressure, the condition of the heart and lungs, analysis of the urine (for lead in selected cases), examination of the feces for lead in selected cases, and a blood examination including the estimation of the hemoglobin, a red and white cell count, a differential white cell count, and an examination for the presence of stipple cells.

The public can aid very materially in this study by criticising the methods as just outlined, by requesting the investigation of certain installations, by suggesting points to be considered in the study, and by offering opinions as to the material to be included in the next draft of regulations to be issued. Such draft will probably not be formulated for several months, and after its formulation it will be circulated as widely as possible before the public hearings are held, in order that all persons interested may voice their opinion on it.

It is obvious, however, that accurate and extensive data on the subject provide the best basis for reasonable and comprehensive regulations. To accomplish this end effectively the Department must have the cooperation of all individuals and organizations concerned.

ACCIDENT PREVENTIVE MEASURES*

As a result of an accident in No. 6 Shaft of the Lehigh Coal and Navigation Company, at 6:45 on the evening of June 8th, four men lost their lives, two of them instantly, and two within a week. In cases of this kind it takes a day or two to get at the facts, so that earlier reports are likely to be false or inaccurate. The accident was so costly that it would be a mistake not to derive some benefits from it, if possible.

The facts briefly are:

Four men, in direct violation of orders, loaded coal out of a certain breast and loaded it empty. Furthermore, the evidence shows that they placed 44 sticks, or nearly a whole box, of "Red H" against the rib for the purpose of causing a concussion, which would shake out the coal: a forbidden practice generally known as "sandblasting."

It is apparent that the motive in loading at this place was to get "easy coal," so that the work to be accomplished in the regular working time could be completed in a much shorter period, which would justify (in the men's minds) an early quit. The four men were caught by the explosion and all very badly burned, but apparently by the explosive itself and not by the gas.

COST OF ACCIDENT

The costs of such an accident seem to be worth careful consideration. The greatest burden, of course, falls upon the families. The value of a life is immeasurable. To the Company this accident means in compensation insurance (estimated) \$17,164.72. An accident of this kind also frequently creates additional expense in the shape of repair work. These facts ought to speak for themselves.

That any such accident could take place is a reflection on the entire organization. Where does the blame lie? Not only is it disagreeable to blame the men who lost their lives, but it is very doubtful if they were the ones chiefly to blame. It is true they broke the rules. But most men are not born obedient or even careful. They obey orders because they are under discipline. In this particular case, discipline appears to have been woefully lacking. The foreman had issued definite orders that the night shift should not load at a breast that was being driven. The evidence shows that the assistant foreman in charge of the section issued the same orders, but it would appear that the man directly in charge did not follow up to see that the orders were carried out. This would emphasize the fact that for a boss to issue orders is not sufficient; **IT IS HIS DUTY TO SEE THAT THEY ARE OBEYED.**

* This article has been reprinted by permission from "Old Company News," published by the Lehigh Coal and Navigation Company, Lansford, Pennsylvania. Although the accident in question occurred in a coal mine, the remedy recommended is equally applicable in all lines of industry. Discipline is essential to safety.

R. H. Lansburgh, Secretary of Labor and Industry.

Those in charge of the mines or of any part of them owe it to themselves, the Company, and the workers to straighten up any condition which could result in accidents of this kind. No. 6 is not singled out for special censure. The ill-fortune which befell it might possibly have come to any one of several others.

COMPANY'S DISCIPLINE POLICY

It is quite possible that there is a misunderstanding of Company policies in such matters. At least, there seems to be a more or less general feeling that discipline cannot be properly enforced without making trouble. This position is not only ill founded, but it is the belief of the management that the United Mine Workers of America can be counted upon as an influence for good discipline, especially when the lack of it is likely to result so disastrously. What the miners, individually and through their organization, have always complained against is not discipline, but injustice in discipline.

If we are to have discipline and have it in an effective form, we must set up a number of conditions. The chief of these probably is that the entire supervisory organization should acquire a reputation for fairness, and be able to command respect for knowledge and good judgment on their respective jobs. With this as a background discipline is possible.

When it comes to individual cases, the worker has a right to have orders put to him in such a way that he cannot possibly mistake them and he also has a right, in most cases, to know the reason for the orders he is expected to obey. In the accident we are now discussing, the men apparently did not realize the effect of disobeying the orders.

A boss who is not exercising discipline is not performing the principal duty which he is paid to perform. In fact, he's no boss at all, but simply a burden on the payroll, and a very costly one at that. Where there is no discipline there is no organization.

The No. 6 accident can be turned from a disaster into a blessing if it will serve to awaken the supervisory force all along the line, and also the workers themselves, to the importance on the one hand of enforcing orders, and on the other of cheerfully complying with them.

This lecture is not intended as a general "bawling out." It is just a word spoken in the interest of the welfare and happiness of all those who work in an industry which holds enough unpreventable hazards without adding to them by negligence.

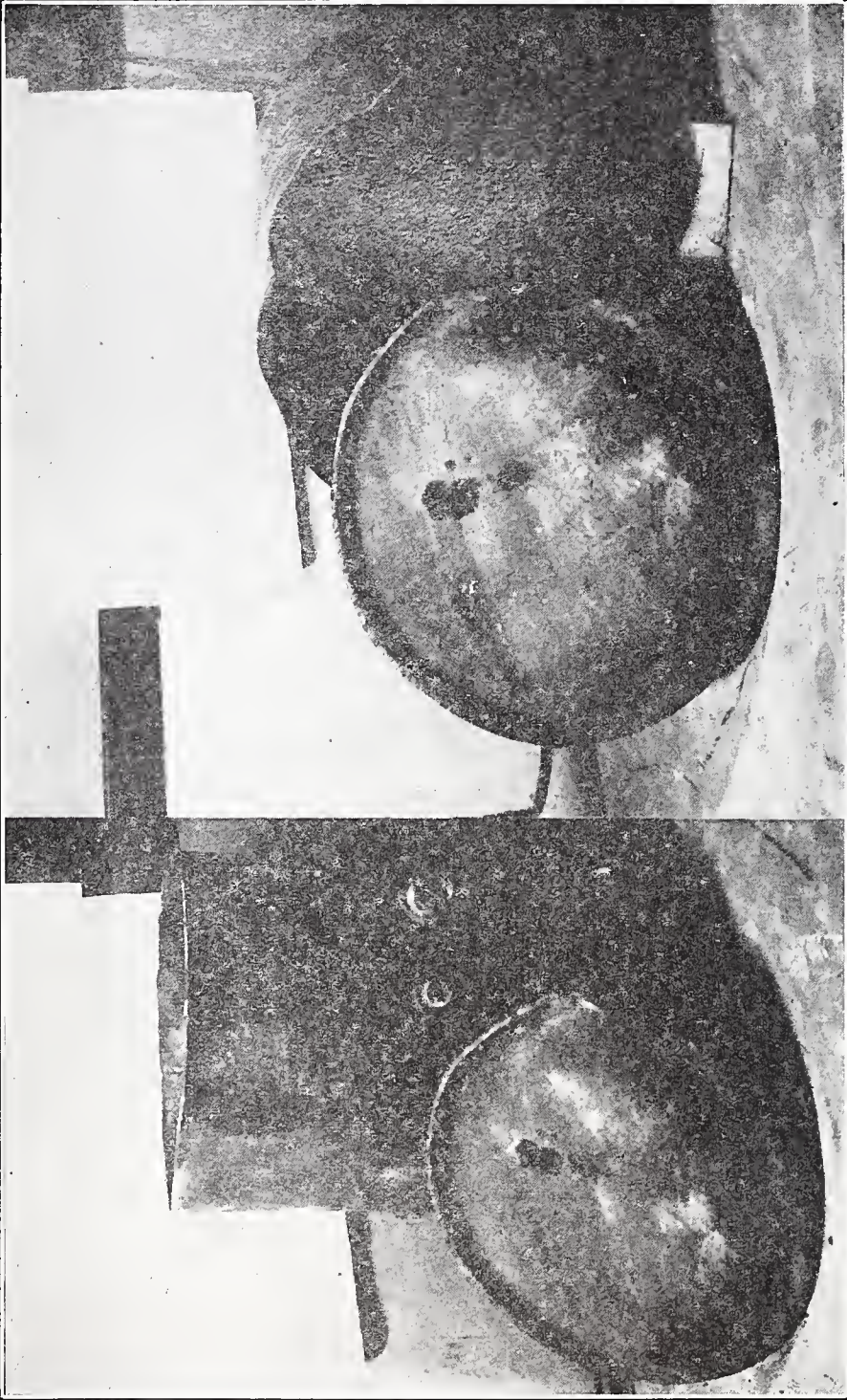


FIG. 1—AIR RECEIVER RUPTURED AFTER EXPLOSION

Air receiver ruptured at the point of welding by excessive pressure. An examination revealed that the welding was not more than one-eighth of an inch in thickness in some places. The tank bottom was turned inside out and blown a distance of more than 400 ft.

ARE WELDED PRESSURE TANKS SAFE?

BY JOHN S. SPICER, CHIEF

Accident Investigation Section, Bureau of Inspection

For some time the Department of Labor and Industry has felt the necessity of formulating regulations regarding the manufacture and use of unfired pressure vessels. The Pennsylvania Boiler Code covers the construction of fired pressure vessels; and it has been generally accepted throughout the country by both manufacturers and dealers.

Many failures of air receivers during the last few years, and particularly during the past few months, have convinced the officials of the Department of Labor and Industry that some regulations are necessary for the construction of other types of containers which are subjected to pressure. In many cases the pressures are equal to those found in boiler installations, but the construction of these vessels has never been given the attention that their use requires.

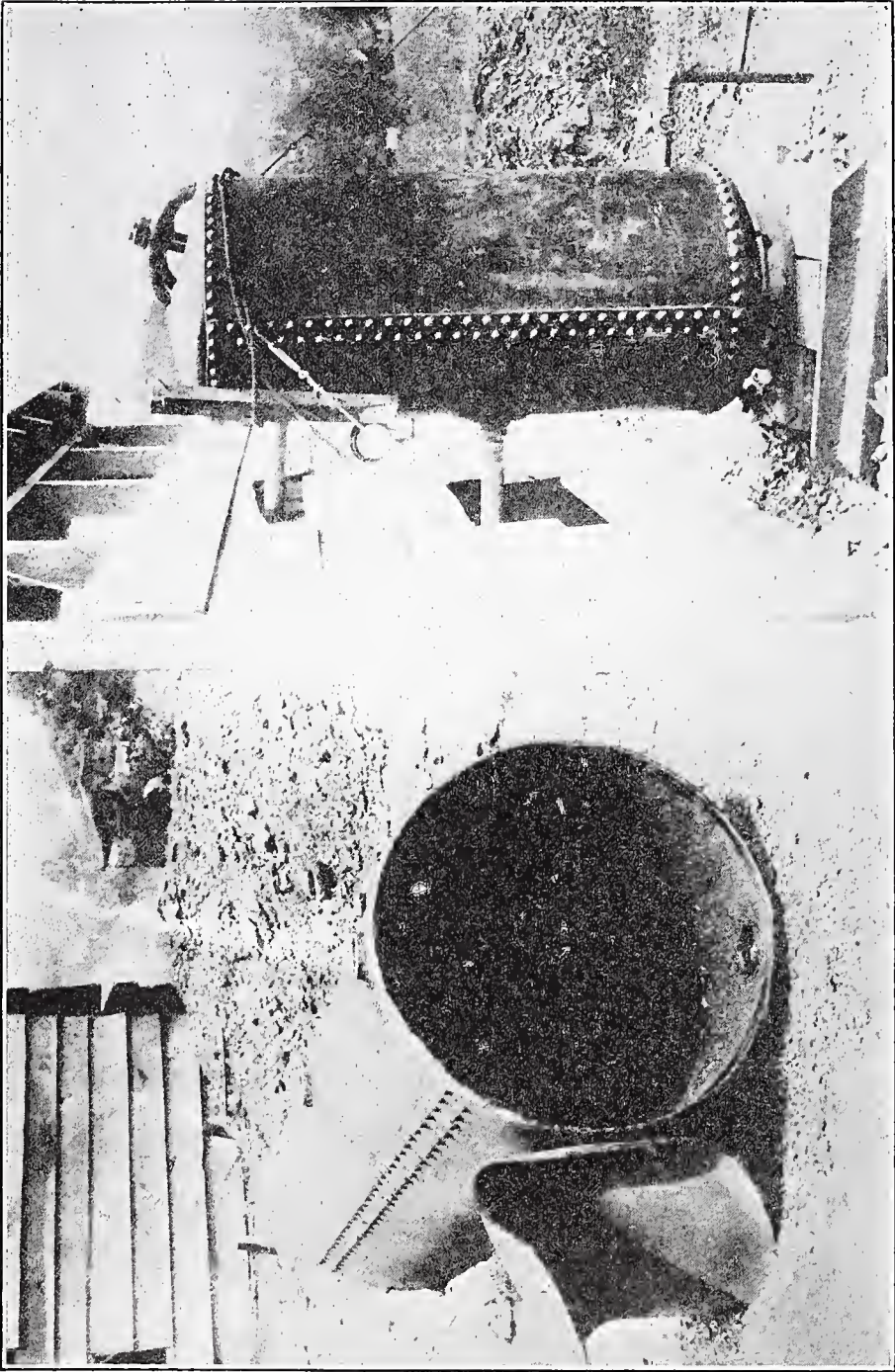
A few months ago an accident occurred which was caused by the rupture of an air receiver which was being used at the rear of the Capitol in Harrisburg (Fig. 1). The contractor was doing some construction work. The end of the welded tank or air receiver was blown several hundred feet, and through one of the windows of the Capitol, causing considerable damage to the interior of the room. Fortunately, the persons in the room were not injured and the employe who was in charge of the compressor was only slightly injured.

An examination of the ruptured tank showed that the end which had been welded to the body of the tank was held in some places by only a scant eighth of an inch or less of metal. The cause of the explosion that ruptured this tank was not definitely determined, but it was evident that in some way an excessive pressure had developed in the tank and the tank ruptured at the weak joint.

Less than three months later in another part of the State, a similarly constructed tank exploded because of excessive pressure, and an examination of the head and the body of the tank, where the head had been welded to the tank, showed places where the weld was not more than one-eighth of an inch in thickness.

One month later, a larger tank than either of the two previously mentioned, but which was used as an air receiver for an air compressor, exploded and an examination of this tank showed conditions similar to the other two. Both of these latter accidents caused the death of an employe. (Fig. 2.)

In the time intervening between the occurrences of these three accidents,



WELDED AIR RECEIVER REPLACED BY RIVETED TANK

Fig. 2.—Welded air receiver (left) ruptured either through defective welding or through failure of welding after tank had been in use for more than two years. Riveted tank (right) procured to take the place of the ruptured tank.

two other tanks which were used for compressed air exploded and in each case an employe was killed. These tanks (Fig. 3) were used in connection with kerosene torches and were of welded construction. Kerosene was poured into the tank. A hand pump was then used and 15 to 25 pounds of air pressure was applied. In the one case, however, this air was obtained from an air line and not by means of a hand pump. Both of these tanks had welded bottoms. The welding gave way and the resultant explosion and scattering of flaming kerosene was responsible for the death of two employes.

The rupturing of welded tanks while under pressure has conclusively demonstrated that unfired pressure vessels require regulations such as are required for fired pressure vessels in accordance with the rulings as outlined in the Safety Standards of the Department of Labor and Industry.

There is no doubt that a welded tank, if properly constructed, will stand up under pressure. The great difficulty is, however, that it is impossible to determine by inspection that the workmanship of the weld has been properly performed, and that an abundance of metal to make the weld has been used. Unless a hydrostatic test, made in excess of the working pressure which is to be used on the particular tank, has been made, it is not safe to use a welded tank under pressure.

Within recent years the Department of Labor and Industry has not heard of the failure of a riveted tank when used for similar purposes under similar conditions.

The question, therefore, uppermost in the minds of the officials of the Department of Labor and Industry at the present time is whether a welded tank is suitable where pressure is applied to it. If so, what regulations should cover its construction and use.

Any constructive criticism upon this matter will be welcome, and any interested persons are invited to send such criticisms to Richard H. Lansburgh, Secretary of Labor and Industry, Harrisburg, Pennsylvania. In this way the Department will have the full benefit of the experience and information of all persons concerned; and the regulations which are now being considered will be based upon authoritative information of both manufacturer and user.

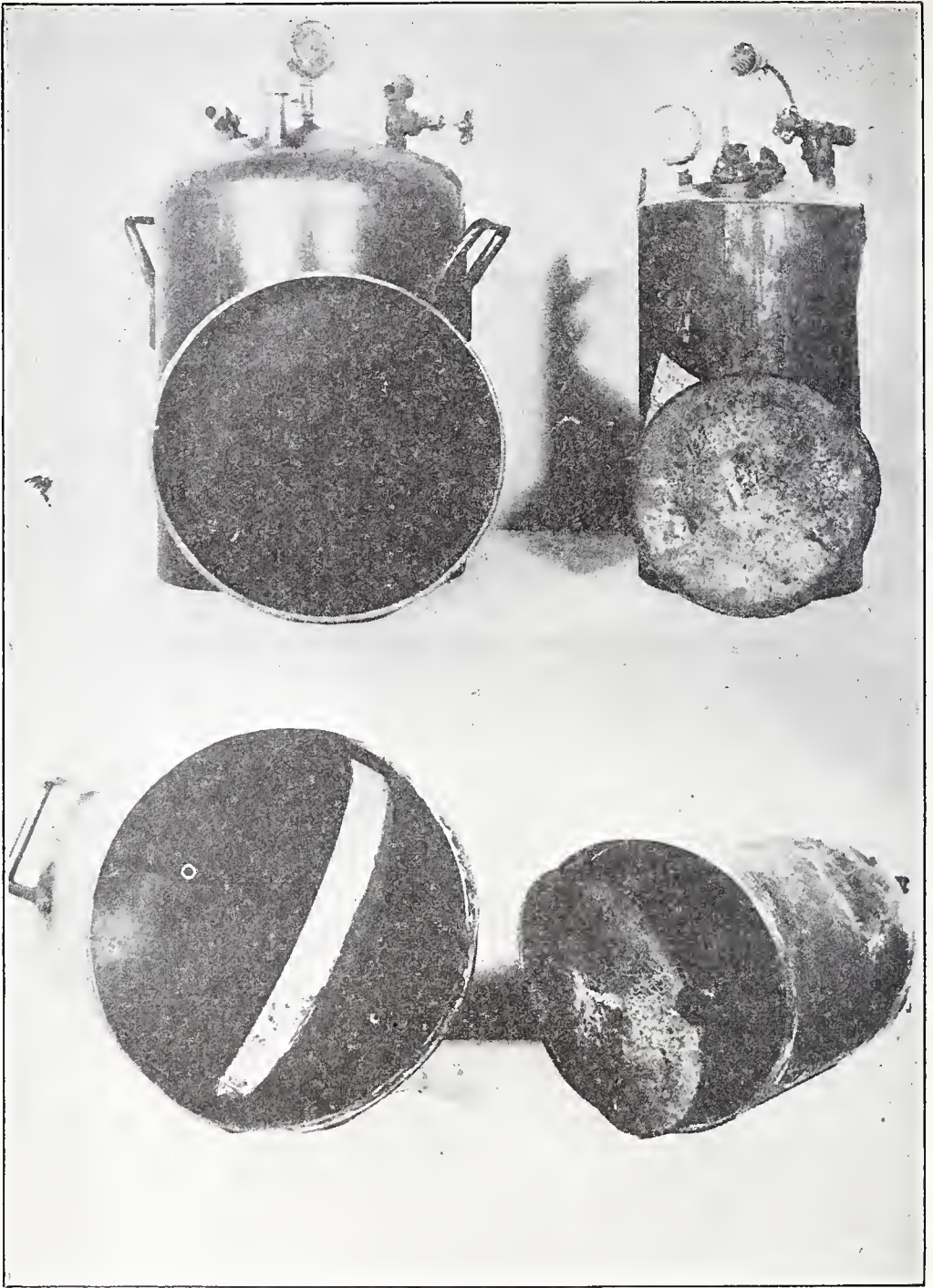


FIG. 3—WELDED TANKS USED FOR THE PURPOSE OF OPERATING FLAME TORCHES

Due to excessive pressure the bottoms of both of these tanks blew out. The small tank was pumped up by means of a hand pump. The pressure for the large tank was obtained, by direct connection, from an air line. In neither case was a safety valve provided, the amount of pressure being controlled by the operator of the apparatus. The construction of these tanks and the method of using them without safety valves presents a continual hazard wherever they are used.

SAFETY IN STAIR CONSTRUCTION

BY CHARLES J. GOTWALT, CHIEF
Building Section, Bureau of Inspection
Department of Labor and Industry

A stairway in a building represents to some persons only a means to ascend or descend from one story to another; to others it has a far more important significance. It is a means whereby the occupants may, in case of fire or other necessity, leave the building in safety. It is important, therefore, that stairways be protected from fire and so constructed as to prevent accidents.

In protecting a stairway from fire, it should be surrounded by walls of brick, tile or concrete, with fire stops at all floors and stairway closed off from cellar or basement, where the heating plant is most likely to be located.

If a stairway starts in the basement, the surrounding walls should start at the basement floor, and the only opening in the stair enclosure at the basement should be a fire door with a strong spring or door check to keep it closed at all times. When the stairway starts at the first floor, reenforced concrete is the best construction for the under side of the floor in the stair well.

The doors, leading to the stair well or tower from the other portions of the building, should open inward, or in line of travel leaving the building, and the external door from the stairway should open out to the street. All doors in connection with the tower should have door checks to prevent the stair well's becoming a flue for the smoke or flames.

To prevent accidents, the pitch of the stairways should be not steeper than forty-five degrees, with a distance of at least four feet from door to first riser going up or down. A stairway four feet wide or over should have double hand railings. Steps of concrete or iron should be roughed or provided with safety nosings and treads. All platforms and treads should be square or rectangular. A winder tread is a menace, and particularly so if lights in the stair well fail when the occupants want to leave quickly.

A narrow tread is also inadvisable. A standard tread adopted by the International Association of Architects is seventeen inches for the combined width of tread and rise; the proportions to be regulated by stair height and the length of the stair well. A six and one-half inch rise and ten and one-half inch tread or a seven inch rise and a ten inch tread makes an easy ascending stairway. Usually a three-fourth inch or one inch nosing is added

to the tread to give increased width, particularly when it is necessary to use a riser of more than seven inches.

It is quite a problem to place hand rails at a height to suit all persons. The position of a railing suitable for adults would not be at a proper height for children. The perpendicular height of three feet from the tread to top of rail has been adopted as the most serviceable.

Lights in a stairway should be so placed as to prevent shadows or dark corners, and so that sharp angles and projecting top on newel posts may be avoided. In fact, every contingency should be considered so that when occasion arises to empty a building, there may be no confusion, no tripping or blocking, and no sweep of flame or smoke to prevent the safe exit of the people who rush to the stairway.

Properly constructed stairways are distinctive assets to a building, and the satisfaction of knowing that they have been properly constructed is worth the additional expense incurred.

SAFETY KINKS

At the State-Wide Safety Conference of the Pennsylvania Department of Labor and Industry, held in the hall of the House of Representatives, May 22, 1925, the suggestion was made by one of the safety engineers that a description and photograph of any unique mechanical device, guard or appliance which had been developed in any of the industrial establishments of the State be sent to the Department of Labor and Industry for insertion in the regular monthly bulletin. In this way close study may be given to such safeguards and their adaptability to the needs of other plants determined.

In accordance with this suggestion, the following very interesting contributions as safety "kinks" have been received and are herewith submitted for the consideration of manufacturers.

SAFETY DEVICES AND SAFETY RALLY

BY N. V. B. ZIEGLER, PERSONNEL DIRECTOR
The United States Aluminum Company
New Kensington, Penna.

At the entrance to the Sheet Mill of the United States Aluminum Company, a barrel is so placed that no one can possibly enter the Mill without seeing it, and it has created a lot of interest. We believe it is a good method of keeping the Safety thought before the men at all times. (Fig. 1).

A gate over a driveway which crosses a railroad switch located in one of our yards is shown in Fig. No. 3. Not long ago we had one of our Ford tractors and a trailer caught at this point, and practically demolished; and it was only a miracle that the driver escaped with his life. After this ac-

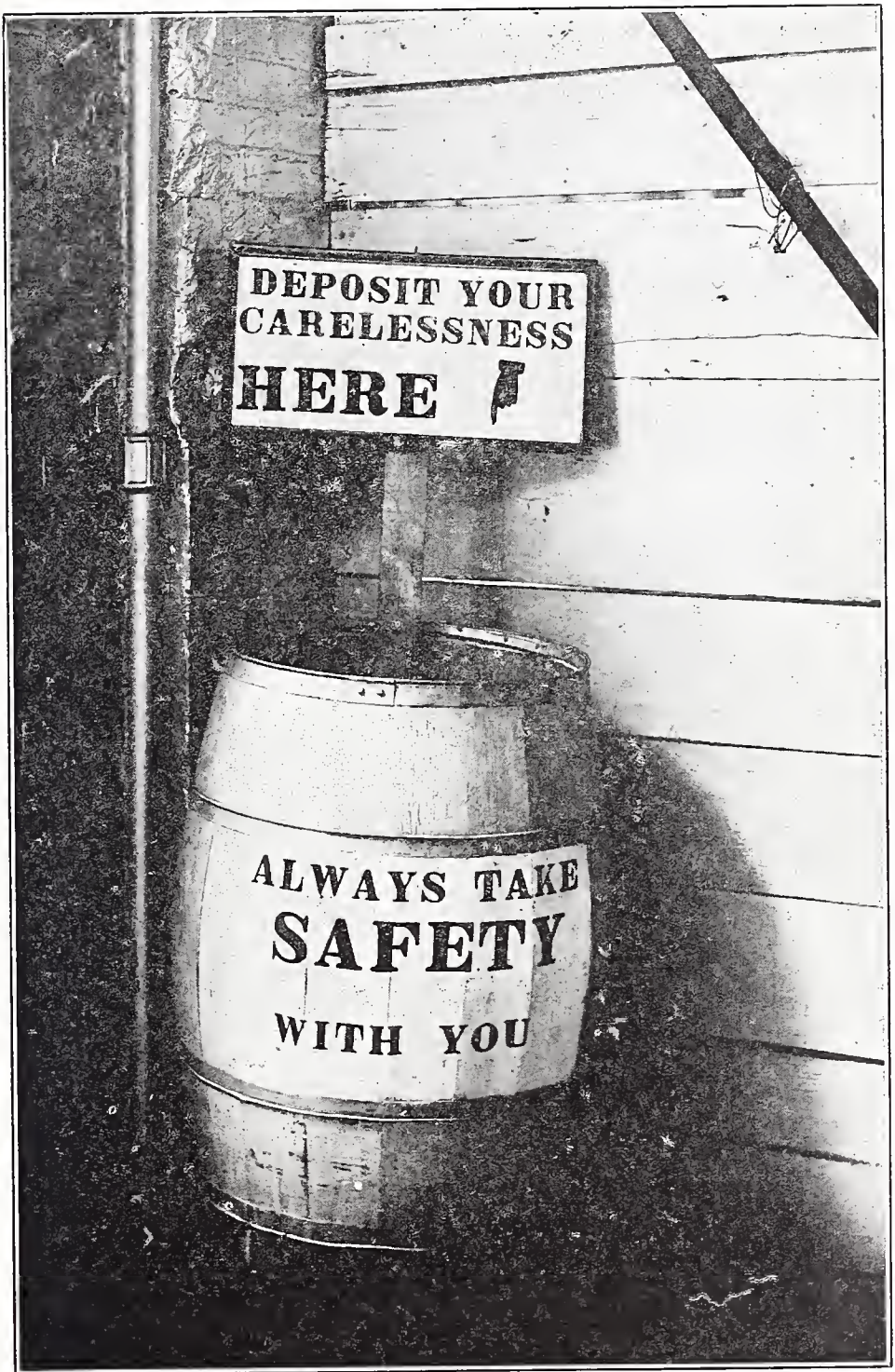


FIG. 1—A WASTE RECEPTACLE FOR CARELESSNESS

cident a gate was installed at this point. The photograph (Fig. 2) shows the gate closed across the road, making it necessary for the driver to open it before he can cross the track. As you will notice in photograph (Fig. 3),

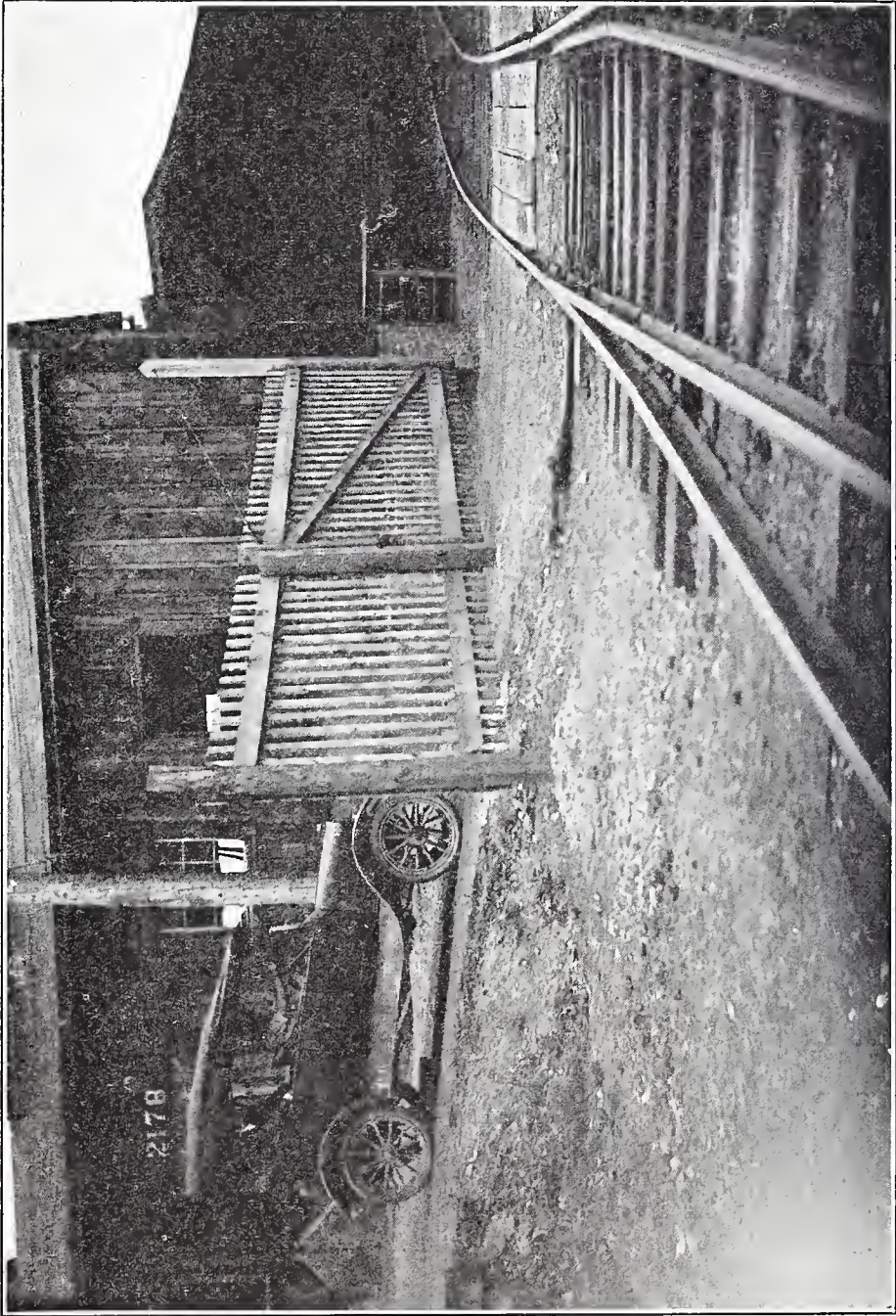


FIG. 2—A DANGEROUS ROAD CROSSING PROTECTED

when the gate is open to allow the automobile to cross the track, it swings around and closes the track entirely, so that the switchman could not switch his train across this roadway until he opened the gate.

Of course, we realize that not all points are so located as to make it possi-

ble to use a double-purpose gate such as this. It does happen to be suitable, however, at this point, and in our judgment removes the hazard. We would recommend it as a very practical safety measure.

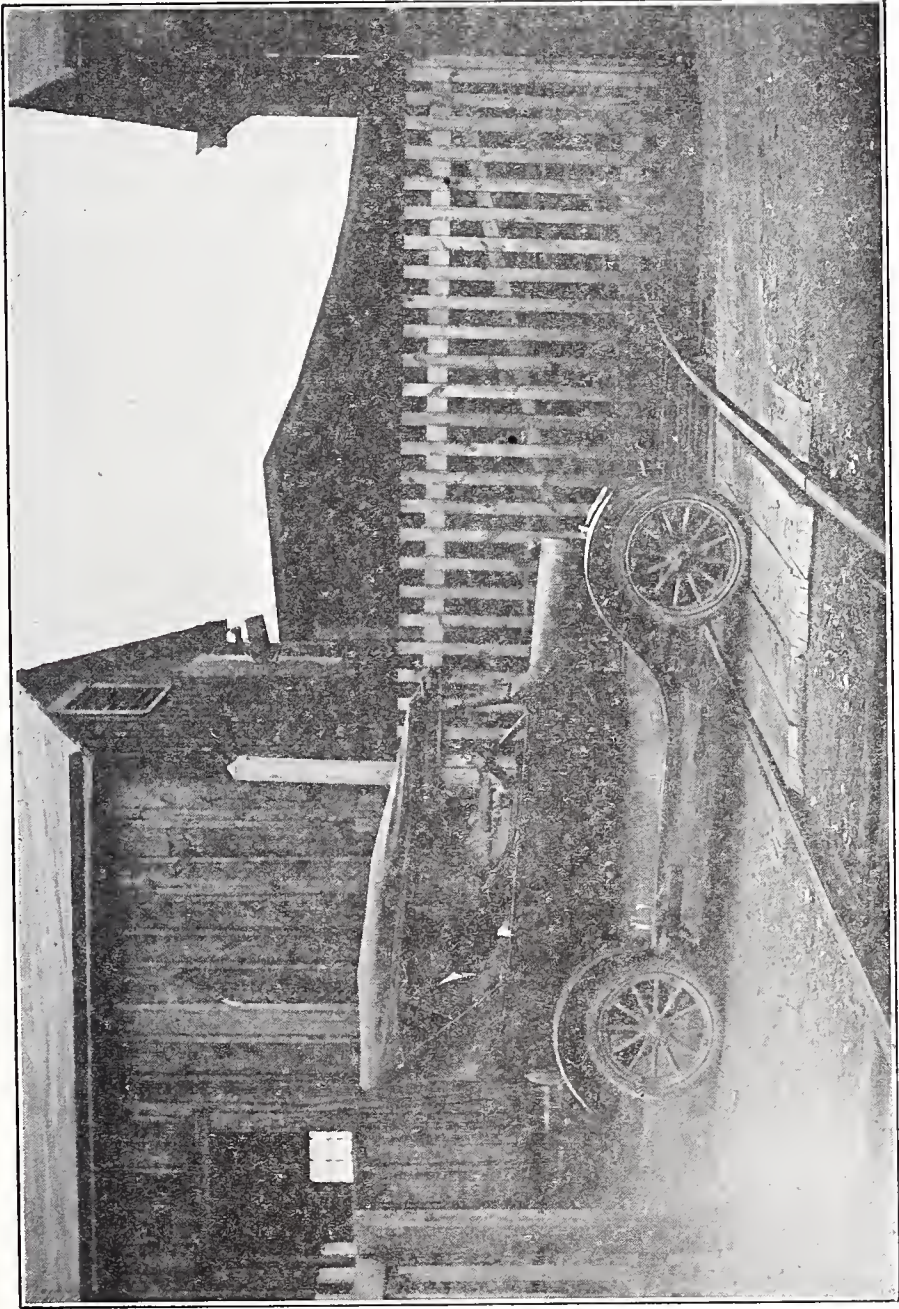


FIG. 3—A SAFE CROSSING

We have recently established a system of taking photographs, such as are here presented. These photographs are then used as "home made" bulletins together with an explanation of how the accident occurred and a statement from the safety director as to how it might have been prevented. These "home made" bulletins, which certainly tell a real story, are placed on our

bulletin boards throughout the plant at New Kensington and if they are of a serious nature, at our other plants in all parts of the country. As a result of our initiative along this line we have established an interchange of bulletins and photographs, so that we now get photographs of accidents that happen in other plants to put on our bulletin boards in addition to our own; and this keeps up the interest in Safety.

We believe that these "home made" bulletins are much more effectual than the manufactured bulletins, although we do not underestimate the value of these.

On June 15th, we had a Safety Rally of all of our Safety Committees throughout the organization, as well as practically all of our division managers and foremen. There were several addresses: one by the Assistant Superintendent E. H. Grotefend, on the subject "The Company and Safety;" one by myself on the subject, "How Big is the Safety Movement," in which I tried to bring out the fact that the Safety movement was big enough to attract the attention of none less a personage than the President of the United States, the Governor of our own State, and our own Secretary of Labor and Industry as well as the governors and men in high official positions in practically all the States of the Union. I tried to show them that this Safety problem was so big that it ought to attract the attention of every man and woman in Industry, as well as in the homes, in the schools, or on the highways.

This was followed by an address by our Safety Director, outlining what we hope to do along the line of Safety in the coming months.

In addition to this we had an entertainment consisting of a moving picture, a good lunch, and some music. This Safety Meeting was perhaps the best that we have ever held, and we feel that much good will be accomplished as a result of it.

DISCONNECTING SWITCHES ON ELECTRIC OVERHEAD CRANES

BY W. COLLINS, MANAGER
Safety and Welfare Department
Alan Wood Iron and Steel Company
Conshohocken, Penna.

The safety work of the Alan Wood Iron and Steel Company follows along such very conventional lines that there is very little of an unusual nature which this company could offer for the help of others. However, a number of years ago it adopted one plan which may prove to be of benefit elsewhere.

On all our electric overhead cranes, we have disconnecting switches placed in one of two ways. Where there is only one crane on a runway, we adopt the plan shown in the picture (Fig. 1) of having a cut-out switch conveniently located so that when the safety inspector or motor inspectors have oc-

casion to go on the crane a disconnecting switch makes the crane "dead" until they are through and the operator can do nothing until the switches have been replaced. We vary this plan where more than one crane is on the same runway by placing the same type of switch in the box on the bridge

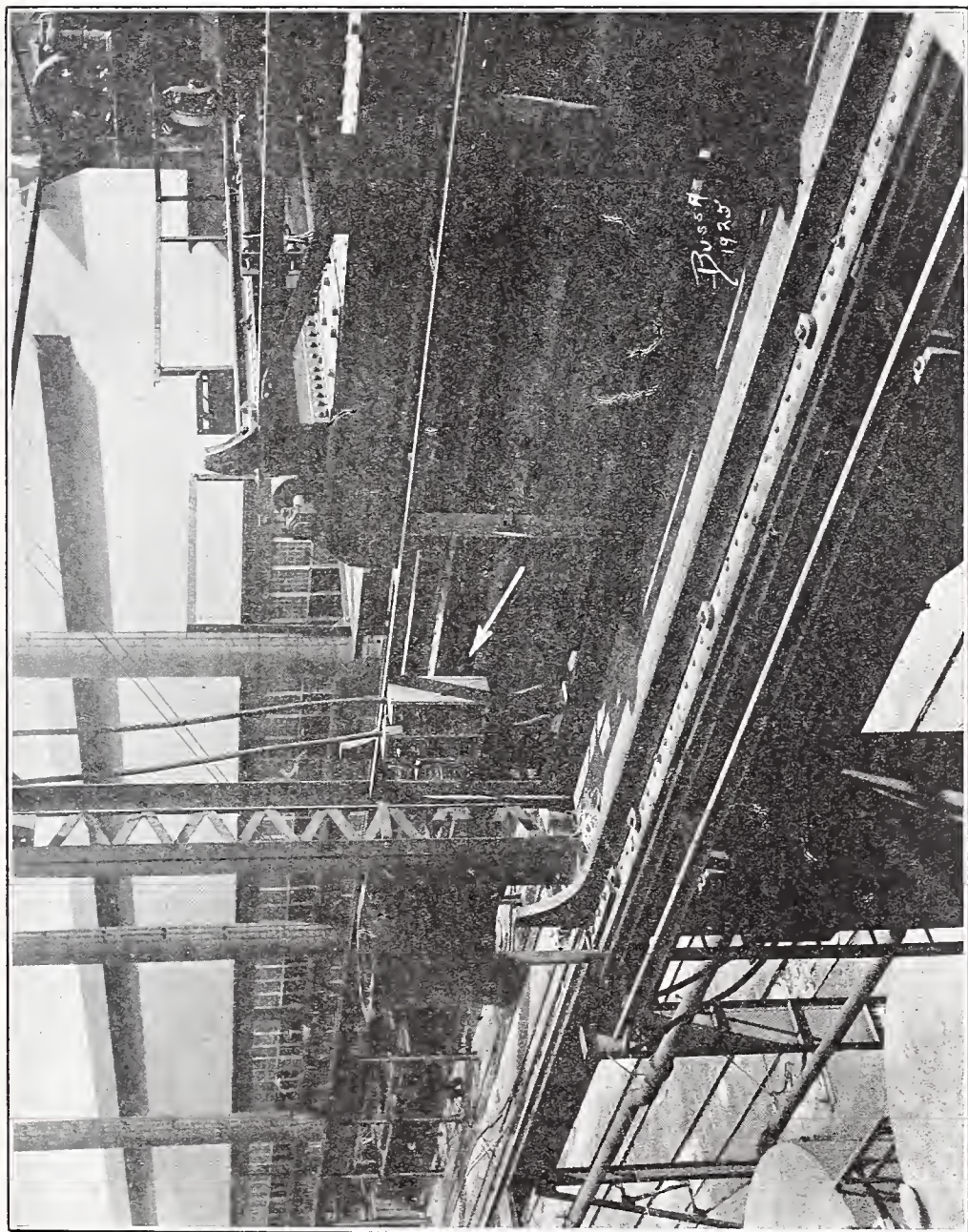


FIG. 1—SWITCHES ON OVERHEAD CRANES

foot walk hand rail; and, even though we notify the operator that we are going on the crane, we immediately pull the switch so that his crane is helpless until we are through. Since adopting this practice we have had absolutely no crane accidents, and this practice meets our needs better than using locks on switches which may be located in the operator's cage.

THE VALUE OF A SAFETY BULLETIN BOARD

BY J. E. LONG

*Superintendent of Safety, The Delaware and Hudson Company,
Carbondale, Penna.*

The safety bulletin board which was recently constructed and placed at the Car Shops of The Delaware and Hudson Company at Carbondale, Pennsylvania, may be of interest to the readers of "Labor and Industry" (Fig. 1).



FIG. 1—A TYPICAL SAFETY BULLETIN BOARD

This bulletin board is approximately twenty feet square and is placed where it will attract the attention of the majority of the employes when they go to and from their daily work. There are at this shop approximately 350 employes who are engaged in the rebuilding and repairing of wood and steel freight cars, and in the maintaining of the passenger equipment running in and out of this Division Terminal.

Last year, 1924, this company had a total of five injuries in which the injured men were incapacitated for a period of more than three days in the first ten days. During the year the employes worked a total of 820,655 man hours or 164,131 man hours per injury. Eight of the twelve months, they worked entirely free from reportable injuries, namely: January, February, April, May, July, October, November and December. They had one accident each during the months of June, August and September and two in the month of March.

This year they have had but one reportable injury, which occurred in February, when an employe suffered a strain which later developed into a hernia. During these first five months 353,991 man hours were worked.

During the last three months, March, April, May and to June 23rd, The Delaware and Hudson Company have had no reportable injuries and have worked 255,058 man hours during that time.

SAFETY IN THE ENOLA SHOPS PENNSYLVANIA RAILROAD SYSTEM

BY A. S. DELLINGER

Safety Agent, Philadelphia Division, Pennsylvania System

The various safety committees of the Philadelphia Division of the Pennsylvania Railroad have arrived at the conclusion that supervision is the vehicle for getting the Safety idea across to the men,—making safety a part of the daily routine, the supervision to include, seeing that an injured man gets the proper medical attention and gets it at once.

Just a year ago one of our shop foremen conceived the idea of appointing one man from each gang in his shop to serve as a special Safety and Welfare man in connection with his regular duties, for a period of one week,—this in addition to the regular Safety Committee. Upon learning of this plan, we immediately adopted it for the Philadelphia Division, and inaugurated it in all shops, changing the one week period to one month.

The value of this scheme is at once apparent. In our Enola Steel Shop we have 32 gangs which gave us 32 special safety men in addition to the regular Safety Committee; and in twelve months we have had 384 such men in the shop alone. The work and thought along Safety lines given by each one of these men, while serving in this capacity, will, without doubt, leave its impression on their minds, and the accident hazard will be reduced by their experience.

We have adopted all kinds of schemes in the Enola Steel Shop to help

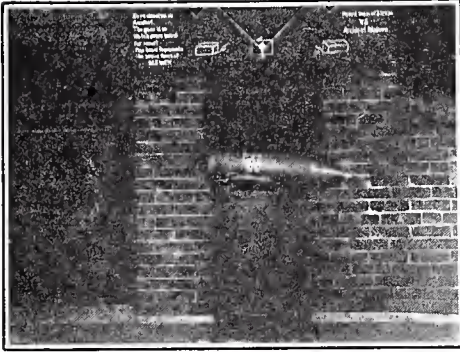


Fig. 1—Receiving Barrel for Careless Habits



Fig. 3—Sign at Cross Over to Encourage Carefulness

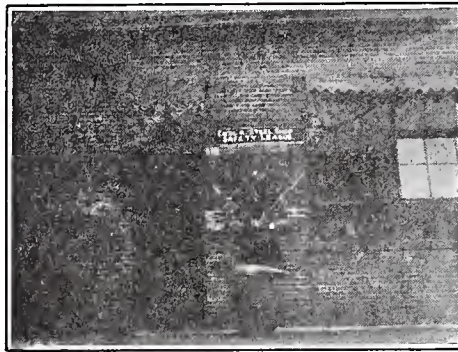


Fig. 2—Safety Baseball Diamond



Fig. 4—Warning Signs to Attract Attention

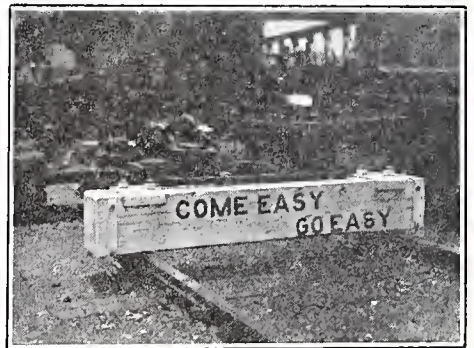


Fig. 5—Car Stop Which Has Stopped Derailments

bring about accident reductions, some of which are: posting National Safety News illustrations; placing a barrel, (Fig. 1) painted in bright colors at entrance to shop placarded, "Leave Your Careless and Unsafe Practices Here;" a mirror covered with black cloth bearing a placard reading, "Lift the Cover and See the Man Who Is Most Likely to Injure You;" Illustration of a daily game of base ball, (Fig. 2) with ball diamond laid out, players in their respective positions, a man at bat, and score board at the top, the Safety team in field and accident team at bat. A lost-time accident is a run scored, and the forces for safety are defeated for the day.

At the point where our train stops at this shop to discharge workmen, they are required to cross several shop tracks to enter shops; this resulted in quite a few accidents caused by men hurrying to sign up, and tripping over the rails. We placed a sign at this point marked, (Fig. 3) "Speed Trap, Speed 4 Miles Per Hour." This has practically eliminated the accidents. On stub tracks in shop yard a tie is bolted to rails at end of track to act as stop block. Stop blocks have been frequently run into, cars derailed and broken, also blocks demolished. These blocks have been painted white and marked "Safety First;" another, "I'm Doing My Bit for Safety, Are You?"—also, "Come Easy, Go Easy." (Figs. 4-5). Since painting these blocks, we have not had so much as a wheel mark on any one of them.

The object of all this is to get each man to believe that there is a safe as well as an unsafe way to work, and that the safe way pays best. We are gradually getting the men to believe in the cause of safety, and this is what is actually happening in this shop. An immense amount of work is done here. We build forty steel cars a day, and as an evidence of what we do, we submit a record of the performance of this shop for the month of May, 1925, and also a comparative record of accidents in this shop for the first five months of 1924, and the same period in 1925:

During May, 1925, there were no lost time accidents in Enola Steel Car Shop.

Number of man hours worked, 127,860. Number of cars repaired, 750.

Average number of men employed during month, 825.

Number of rivets driven in all positions 1,340,250.

Scrap reclaimed, 6,886,000 pounds. New material applied to cars, 7,642,800 pounds.

Steel removed, straightened and re-applied, 2,288,000 pounds.

COMPARATIVE RECORD OF ACCIDENTS ENOLA STEEL CAR SHOP FIRST FIVE MONTHS, 1924-1925

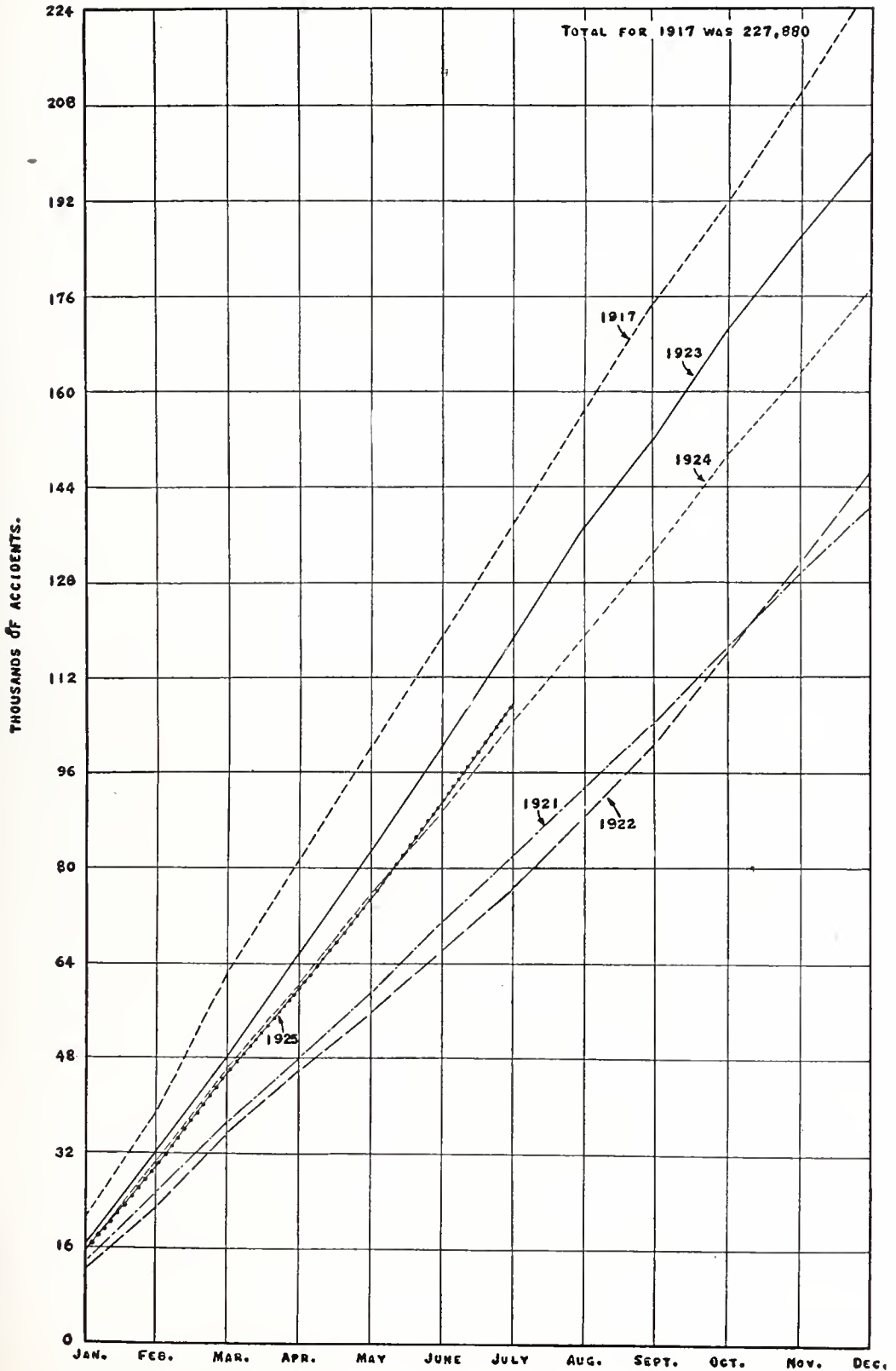
Month	Average number men employed		Accidents		Man hours worked	
	1924	1925	1924	1925	1924	1925
January	719	870	81	34	.....	.....
February	916	877	83	31	.....	.....
March	877	840	46	24	.....	.....
April	781	812	52	12	.....	.....
May	794	825	59	..	.....	127,860

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

Month	1921			1922			1923			1924			1925		
	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total
January	196 <i>196</i>	13,776 <i>13,776</i>	13,972 <i>13,972</i>	152 <i>152</i>	11,951 <i>11,951</i>	12,103 <i>12,103</i>	223 <i>223</i>	16,710 <i>16,710</i>	16,933 <i>16,933</i>	233 <i>233</i>	15,280 <i>15,280</i>	15,513 <i>15,513</i>	201 <i>201</i>	15,339 <i>15,339</i>	15,540 <i>15,540</i>
February	155 <i>351</i>	11,105 <i>24,881</i>	11,260 <i>25,232</i>	171 <i>323</i>	10,580 <i>21,531</i>	10,751 <i>22,854</i>	221 <i>444</i>	15,276 <i>31,986</i>	15,497 <i>32,330</i>	181 <i>414</i>	14,812 <i>30,092</i>	14,993 <i>30,506</i>	171 <i>372</i>	14,208 <i>29,547</i>	14,379 <i>29,919</i>
March	172 <i>523</i>	11,563 <i>36,444</i>	11,735 <i>36,967</i>	172 <i>495</i>	12,582 <i>35,113</i>	12,754 <i>35,608</i>	222 <i>666</i>	15,653 <i>47,639</i>	15,875 <i>48,305</i>	212 <i>626</i>	15,989 <i>46,081</i>	16,201 <i>46,707</i>	161 <i>533</i>	15,517 <i>45,064</i>	15,678 <i>45,597</i>
April	133 <i>656</i>	10,757 <i>47,201</i>	10,890 <i>47,857</i>	104 <i>599</i>	10,185 <i>45,298</i>	10,289 <i>45,897</i>	196 <i>862</i>	16,689 <i>64,328</i>	16,885 <i>65,190</i>	151 <i>777</i>	13,931 <i>60,012</i>	14,082 <i>60,789</i>	183 <i>716</i>	14,251 <i>59,315</i>	14,434 <i>60,031</i>
May	166 <i>822</i>	10,877 <i>58,078</i>	11,043 <i>58,900</i>	116 <i>715</i>	9,572 <i>54,870</i>	9,688 <i>55,585</i>	226 <i>1,088</i>	17,384 <i>81,712</i>	17,610 <i>82,800</i>	157 <i>934</i>	13,940 <i>73,952</i>	14,097 <i>74,886</i>	170 <i>887</i>	14,523 <i>73,838</i>	14,693 <i>74,724</i>
June	138 <i>970</i>	11,487 <i>69,565</i>	11,635 <i>70,535</i>	140 <i>855</i>	10,532 <i>65,402</i>	10,672 <i>66,257</i>	188 <i>1,276</i>	17,433 <i>99,145</i>	17,621 <i>100,421</i>	175 <i>1,109</i>	14,324 <i>88,276</i>	14,499 <i>89,385</i>	199 <i>1,086</i>	15,656 <i>89,494</i>	15,855 <i>90,579</i>
July	160 <i>1,130</i>	11,196 <i>80,761</i>	11,356 <i>81,891</i>	124 <i>979</i>	10,253 <i>75,665</i>	10,387 <i>76,644</i>	221 <i>1,497</i>	17,749 <i>116,894</i>	17,970 <i>118,391</i>	185 <i>1,294</i>	14,917 <i>103,193</i>	15,102 <i>104,487</i>	184 <i>1,269</i>	16,440 <i>105,934</i>	16,624 <i>107,203</i>
August	145 <i>1,275</i>	11,454 <i>92,215</i>	11,599 <i>93,490</i>	117 <i>1,096</i>	11,871 <i>87,536</i>	11,988 <i>88,632</i>	216 <i>1,713</i>	18,452 <i>135,346</i>	18,668 <i>137,059</i>	187 <i>1,481</i>	14,661 <i>117,854</i>	14,848 <i>119,335</i>	.....	.....	.....
September	164 <i>1,449</i>	11,241 <i>103,456</i>	11,405 <i>104,895</i>	138 <i>1,234</i>	12,307 <i>99,843</i>	12,445 <i>101,977</i>	173 <i>1,886</i>	15,504 <i>150,850</i>	15,677 <i>152,736</i>	167 <i>1,648</i>	14,230 <i>132,084</i>	14,397 <i>133,732</i>	.....	.....	.....
October	186 <i>1,625</i>	12,300 <i>115,756</i>	12,486 <i>117,381</i>	201 <i>1,435</i>	14,912 <i>114,755</i>	15,113 <i>116,190</i>	207 <i>2,093</i>	17,380 <i>168,230</i>	17,587 <i>170,323</i>	180 <i>1,828</i>	15,839 <i>147,923</i>	16,019 <i>149,751</i>	.....	.....	.....
November	154 <i>1,779</i>	11,665 <i>127,421</i>	11,819 <i>129,200</i>	260 <i>1,695</i>	14,824 <i>129,579</i>	15,084 <i>131,274</i>	163 <i>2,256</i>	15,532 <i>183,762</i>	15,695 <i>186,018</i>	194 <i>2,022</i>	13,389 <i>161,312</i>	13,583 <i>163,334</i>	.....	.....	.....
December	145	10,852	10,997	195	14,786	14,981	156	14,261	14,417	187	14,018	14,205	.....	.....	.....
Totals	1,924	138,273	140,197	1,890	144,365	146,255	2,412	198,023	200,435	2,209	175,330	177,539	.....	.....	.....

NOTE—The figures in italics represent the cumulative totals by month, under each classification.

COMPARATIVE INDUSTRIAL ACCIDENT TRENDS THROUGH SUCCESSIVE MONTHS BY SEPARATE YEARS



DEPARTMENTAL NOTE

The effective date of the Industrial Home Work Regulations of the Department of Labor and Industry has been extended from September 1st, to October 1, 1925. The list of home workers engaged by the various employers, however, must be reported to the Department between the 5th and 20th of October, as a result of the extension, and again between the 5th and 20th of December. After that time, the reports will be made quarterly between those dates in March, June, September, and December as required by the regulations.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg:Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund.

BRANCH OFFICES

Allentown:Cooperative State Employment Office,
Y. M. C. A. Building.
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona:Cooperative State Employment Office,
Post Office Building.
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.

Dubois:Bureau of Rehabilitation,
311 Deposit National Bank Building.

Erie:State Employment Office,
109 West Ninth Street.

Franklin:State Workmen's Insurance Fund,
316 Franklin Trust Building.

Greensburg:State Workmen's Insurance Fund,
309 Coulter Building.

Harrisburg:State Employment Office,
Second and Chestnut Streets.

Johnstown:State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane:Bureau of Workmen's Compensation,
Kane Trust and Savings Building.

Lancaster:Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Woolworth Building.

- Meadville:Bureau of Inspection,
Masonic Building.
- New Castle:Cooperative State Employment Office,
Y. M. C. A., West Washington Street.
- Oil City:Cooperative State Employment Office,
Y. M. C. A. Building.
- Philadelphia:State Employment Office,
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Board,
Manhattan Building, Fourth and Walnut Streets.
State Employment Office for Women,
1504 Locust Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.
- Pittsburgh:Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Fulton Building.
State Employment Office (Main Office),
416 Third Avenue.
State Employment Office for Women,
409 McCance Building, 305 Seventh Avenue.
State Employment Office (negro section),
518 Wylie Avenue.
State Workmen's Insurance Fund,
401 Park Building.
- Pottsville:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.
- Reading:State Employment Office,
108 North Fifth Street.
- Scranton:State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund,
Union National Bank Building.
- Sunbury:State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.
- Wilkes-Barre:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Coal Exchange Building.
- Williamsport:Bureau of Inspection,
707 First National Bank Building.
Bureau of Workmen's Compensation,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building,
343 West Fourth Street.
- York:Bureau of Workmen's Compensation,
Central National Bank Building.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
STATISTICAL REVIEW OF INDUSTRIAL CONDITIONS

EMPLOYMENT

Calls for male employees increased 13 per cent in August, 1925, over the same month in 1924. The largest demand was for common labor which shows an increase of 26 per cent over the demand of August, 1924. Decreases are noted in the calls for men in agricultural pursuits, the building trades and in the machinery and metals classification.

Calls for female employees also show a decided increase during the month, there being an increase of 16 per cent over the demand in August, 1924. The demand for professional and trained women increased 140 per cent and for machine and factory workers 138 per cent.

Eighty-five per cent of the persons sent to positions by the State Employment Offices were accepted by employers.

Reports from 872 plants, representing 43 different industries, show varying increases in employment in 21 of the 43 industries. Notable increases in numbers of employees in August, 1925, over July of 1925, were made in electrical appliances and apparatus, heating appliances and apparatus, shipbuilding and the cigar and tobacco industry. Electrical machinery and apparatus shows an increase in numbers of employees of 12.5 per cent, an increase of 44 per cent in total weekly wages and 28 per cent in average weekly earnings. These reports show a general increase in orders necessitating overtime work and requiring one large plant to put on 700 additional employees. Heating appliances and apparatus shows the following percentages of increase—employment 16.3, total wages 23.4 and average weekly earnings 6.1.

BUILDING PERMITS

Building permits issued during the month of August, 1925, in 16 cities in the Commonwealth total 3,285. This is 232 permits less than were issued in the same cities in August, 1924, and represents a decrease in estimated cost of nearly \$12,000,000.

Although the number of permits issued for the first 8 months of 1925 are 2,126 less than the number issued during the same period of 1924, the estimated cost of the operations in 1925 is \$44,000,000 greater than that of 1924. Cities showing the greatest gains in this period are Allentown, Bethlehem, Erie, Philadelphia, Pittsburgh and Scranton. Meadville reports a permit issued for the construction of a children's home by the I. O. O. F. at an estimated cost of \$205,000.

The reports indicate a steady increase, in most of the cities, in the number of permits issued for the construction of public and private garages.

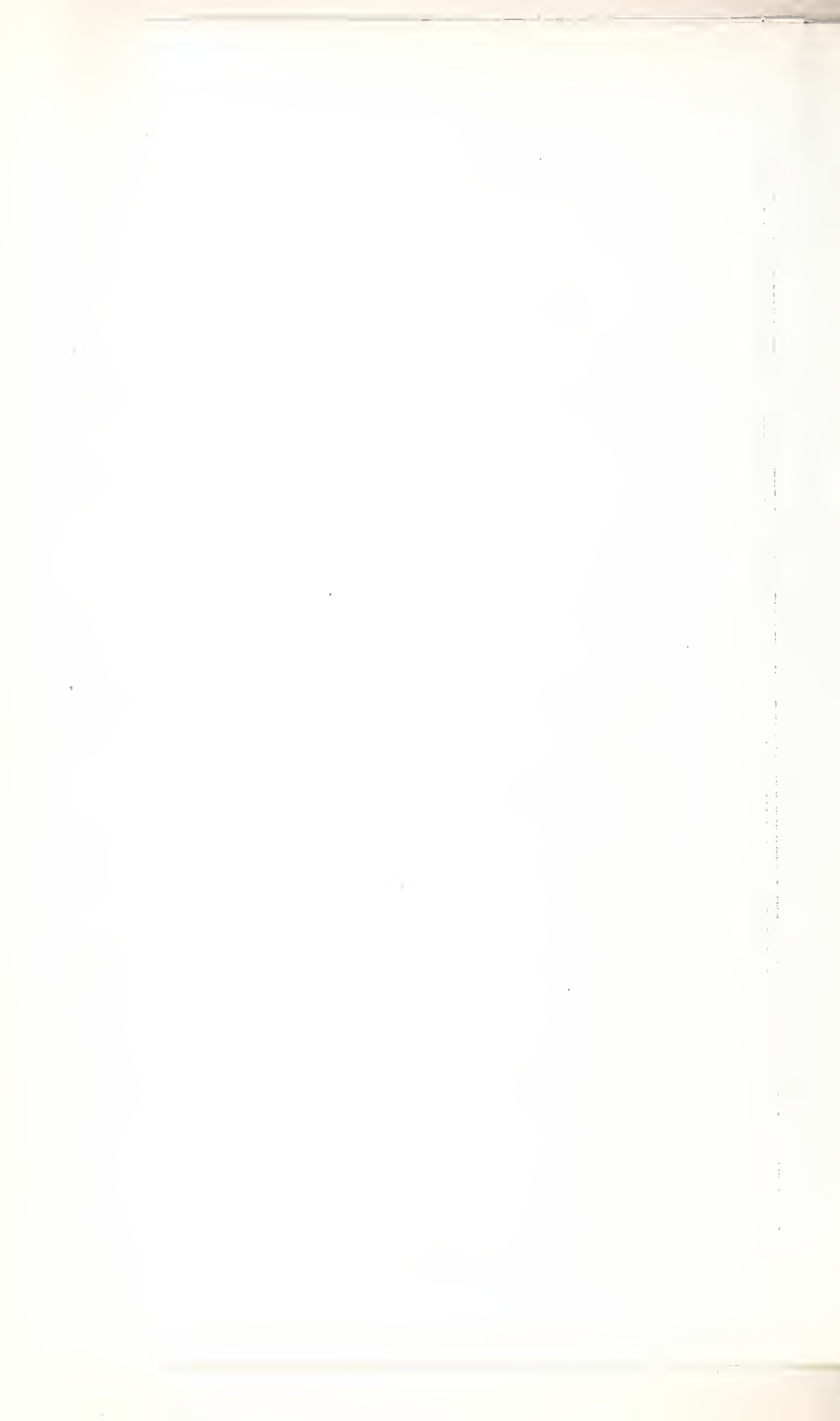
INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS

Fatal-industrial accidents reported to the Bureau of Workmen's Compensation during August, 1925, jumped to 195, an increase of 11 over July, 1925. The total for the eight months of 1925 is 1,460.

Transportation and public utilities reported 26 fatalities during the month of August, 1925, which is one more than during July, 1925. The anthracite industry reported 59 fatalities for the month of August and 58 in July. The bituminous industry also shows one fatal accident less in August than in July, reporting 32 in August and 31 in July. Other industries report an increase of 15 fatal accidents for the month of August, 1925, over July, 1925. Subdividing "other industries," manufacturing shows an increase of 9, commercial an increase of 3 and state and municipal an increase of 3. These increases are slightly offset however by decreases of 2 in construction and 1 in quarries.

During the month of August there were 15,141 non-fatal accidents reported to the Bureau of Workmen's Compensation. This is 1,299 less than in July. Decreases appear chiefly in building and contracting; clay, glass and stone products; metals and metal products and transportation and public utilities.

During the month of August, compensation was awarded in fatal cases to the amount of \$418,726 and in permanent disability cases \$248,844. In temporary disability cases, compensation was paid to the amount of \$342,985 which makes the total amount of compensation incurred for the month of August \$1,010,555 and brings the amount incurred for the 8 months of 1925 to \$8,819,150.



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

ACTIVITIES OF STATE EMPLOYMENT OFFICES,
AUGUST, 1925

MEN

WOMEN

	Persons ap- plying for positions		Persons ask- ed for by employers		Persons sent to positions		Persons receiving positions		Persons ap- plying for positions		Persons ask- ed for by employers		Persons sent to positions		Persons receiving positions	
	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924
	Agriculture and Food..... Clerical..... Clothing & Textile..... Day Workers..... Domestic Service..... Hotel & Inst'ns..... Machine & Factory..... Prof'l & Trained..... Sales..... Miscellaneous..... Total..... Retentions..... July (4 weeks)..... June (5 weeks)..... May (4 weeks)..... August 1923..... August 1922.....															
Agriculture.....	157	242	126	142	113	142	95	118	62	75	33	43	34	56	33	43
Building Trades.....	796	838	439	582	486	582	407	476	449	381	136	127	173	163	102	105
Machinery and Metals.....	998	1116	550	706	632	706	508	595	965	866	478	416	479	418	6	6
Clerical.....	330	273	120	109	116	109	95	91	295	287	329	294	237	183	156	416
Hotel & Inst'ns.....	821	812	360	352	400	352	349	299	622	612	295	275	265	281	226	131
Mine & Quarry.....	60	52	69	32	40	32	25	30	133	84	62	26	69	38	44	18
Transportation.....	329	278	112	108	152	108	99	87	145	103	48	20	63	25	43	21
Sales.....	130	149	144	118	57	118	41	86	181	141	86	60	68	59	46	53
Common Labor.....	3315	2716	2322	1855	2554	1855	2260	1685	126	111	32	33	40	29	28	22
Miscellaneous.....	696	747	446	511	473	511	425	421	3039	2706	1513	1300	1436	1259	1162	1043
Total.....	7632	7223	4688	4515	5023	4515	4304	3888							0	0
Retentions.....							5	16								
July (4 weeks).....	7682		4909		5104		4393		3173		1391		1383		1100	
June (5 weeks).....	10724		7279		7689		6663		4068		1961		1826		1510	
May (4 weeks).....	8170		5515		5891		5107		3293		1680		1688		1357	
August 1923.....		12680		9910		9910		9145		2581		2189		1627		1395
August 1922.....		15971		11544		11544		9879		3472		2077		1584		1395

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Reporting	Number of Wage Earners— Week Ended			Total Weekly Wages— Week Ended			Average Weekly Earnings— Week Ended		
		Per Cent Change		July 15, 1925	Per Cent Change		July 15, 1925	Per Cent Change		July 15, 1925
		August 15, 1925	July 15, 1925		August 15, 1925	July 15, 1925		August 15, 1925	July 15, 1925	
ALL INDUSTRIES (43).....	872	283,764	283,934	— 0.1	\$7,118,186	\$6,927,371	2.8	\$25.08	\$24.40	2.8
METAL MANUFACTURES:	302	146,426	147,755	— 0.9	3,885,445	3,798,266	2.3	26.54	25.71	3.2
Automobiles, bodies, and parts	22	9,954	10,656	— 6.6	278,334	304,159	— 8.5	27.96	28.54	— 2.0
Car construction and repair.....	20	18,455	18,696	— 1.3	471,996	522,795	— 9.7	25.58	27.96	— 8.5
Electrical machinery and apparatus.....	18	7,756	6,892	+12.5	173,549	220,513	+44.0	22.38	17.49	+28.0
Engines, machines, and machine tools.....	40	10,172	10,314	— 1.4	287,260	296,496	— 3.1	28.24	28.75	— 1.8
Foundries and machine shops.....	60	9,466	9,682	— 2.2	255,762	247,950	+3.2	27.02	25.61	+5.5
Heating appliances and apparatus.....	16	3,930	3,378	+16.3	105,090	85,147	+23.4	26.74	25.21	+5.5
Iron and steel blast furnaces.....	12	11,665	12,174	— 4.2	319,722	288,672	+10.8	27.41	23.71	+6.1
Iron and steel forgings.....	13	3,714	3,719	— 0.1	77,367	76,028	+1.8	20.83	20.44	+1.9
Steel works and rolling mills.....	40	39,680	40,506	— 2.0	1,058,399	1,043,580	+1.4	26.67	25.76	+3.5
Structural iron works.....	16	4,831	4,833	— 0.0	133,018	118,438	+12.3	27.53	24.51	+12.3
Miscellaneous iron and steel products.....	26	19,864	20,335	— 2.3	540,681	524,444	+3.1	27.22	25.79	+5.5
Shipbuilding.....	3	4,216	3,854	+9.4	117,785	105,484	+11.7	27.94	27.37	+2.1
Hardware.....	8	1,930	1,926	+0.2	47,139	46,472	+1.4	24.42	24.13	+1.2
Non-ferrous metals.....	8	793	790	+0.4	19,343	18,088	+6.9	24.39	22.90	+6.5
TEXTILE PRODUCTS:	183	58,086	57,587	+0.9	1,278,493	1,215,934	+5.1	22.01	21.11	+4.3
Carpets and rugs.....	13	2,952	2,942	+0.3	76,546	73,910	+3.6	25.93	25.12	+3.2
Clothing.....	31	5,045	5,139	— 1.8	94,009	91,532	+2.7	18.63	17.81	+4.6
Hats, felt and other.....	6	4,423	4,381	+1.0	118,324	116,731	+1.4	26.75	26.64	+0.4
Cotton goods.....	17	4,739	4,620	+2.6	111,827	106,598	+4.9	23.60	23.07	+2.3
Silk goods.....	47	19,994	19,579	+2.1	401,534	383,727	+4.6	20.08	19.60	+2.4
Woolens and worsteds.....	16	5,980	5,891	+1.5	128,303	119,198	+7.6	21.46	20.23	+6.1
Knit goods and hosiery.....	42	13,309	13,375	— 0.5	306,158	284,840	+7.5	23.00	21.30	+8.0
Dyeing and finishing textiles.....	11	1,644	1,660	— 1.0	41,792	39,398	+6.1	25.42	23.73	+7.1
FOODS, AND TOBACCO:	110	21,578	20,867	+3.4	436,333	433,196	+0.7	20.22	20.76	— 2.6
Bakeries.....	36	4,275	4,373	+2.2	123,487	129,572	— 4.7	28.89	29.63	— 2.5
Confectionery and ice cream.....	25	5,741	5,756	— 0.3	118,994	124,755	— 4.6	20.73	21.67	— 4.3
Slaughtering and meat packing.....	15	2,113	2,110	+0.1	57,171	58,073	— 1.6	27.06	27.52	— 1.7
Cigars and tobacco.....	34	9,449	8,628	+9.5	136,681	120,796	+13.2	14.47	14.00	+3.4
BUILDING MATERIALS:	75	20,560	20,829	— 1.3	596,235	577,970	+3.2	29.00	27.75	+4.5
Brick, tile, and terra cotta products.....	32	4,222	4,237	— 0.4	101,952	101,890	+0.1	24.15	24.05	+0.4
Cement.....	14	7,633	7,713	— 1.0	242,438	236,614	+2.5	31.76	30.68	+3.5
Glass.....	25	7,867	8,046	— 2.2	227,719	219,300	+3.9	28.95	27.26	+6.2
Pottery.....	4	838	833	+0.6	24,126	20,166	+19.6	28.79	24.21	+18.9
CHEMICALS AND ALLIED PRODUCTS:	40	8,787	8,691	+1.1	244,906	243,697	+0.5	27.87	28.04	— 0.6
Chemicals and drugs.....	23	1,393	1,343	+3.7	37,119	36,166	+2.6	26.65	26.93	— 1.0
Explosives.....	3	435	425	+2.4	11,593	10,799	+7.4	26.65	25.41	+4.9
Paints and varnishes.....	9	858	861	— 0.3	25,115	22,557	+11.3	29.27	26.20	+11.7
Petroleum refining.....	5	6,101	6,062	+0.6	171,079	174,175	— 1.8	28.04	28.73	— 2.4
MISCELLANEOUS INDUSTRIES:	162	28,327	28,205	+0.4	676,774	658,308	+2.8	23.89	23.34	+2.4
Lumber and planing mill products.....	28	4,807	4,928	+2.5	98,978	107,508	+7.9	20.59	21.82	+5.6
Furniture.....	21	2,523	2,401	+5.1	59,278	54,230	+9.3	23.50	22.59	+4.0
Leather tanning.....	19	5,363	5,431	+1.3	137,483	130,530	+5.3	25.64	24.03	+6.7
Leather products.....	9	445	417	+6.7	9,118	8,314	+9.4	25.64	19.94	+2.8
Boots and shoes.....	24	4,392	4,276	+2.7	82,849	72,299	+14.6	18.86	16.91	+11.5
Paper and pulp products.....	18	4,780	4,786	— 0.1	118,219	114,090	+3.6	24.73	23.84	+3.7
Printing and publishing.....	37	3,702	3,738	+1.0	114,955	117,960	+2.5	24.73	31.05	+1.6
Rubber tires and goods.....	3	1,001	940	+6.5	27,528	25,524	+7.9	27.50	27.15	+1.3
Novelties and jewelry.....	3	1,314	1,288	+2.0	28,366	27,853	+1.8	21.59	21.63	— 0.2

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

BUILDING PERMITS ISSUED IN CITIES IN PENNSYLVANIA DURING THE MONTH OF AUGUST.

Cities	1925			1924			January to August Inclusive, 1925			January to August Inclusive, 1924		
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Estimated Cost	Per- mits	Estimated Cost	Per- mits	Estimated Cost
Allentown.....	101	165	\$ 377,400	90	125	\$ 246,500	668	\$ 4,527,560	761	\$ 3,496,790		
Altoona.....	145	145	260,481	203	205	283,571	1,340	2,395,294	1,535	2,725,036		
Bethlehem.....	62	62	866,925	40	40	361,325	389	2,953,900	358	1,484,642		
Bradford**†	.....	.....	.....	26	26	17,845	.....	.....	207	491,238		
Easton.....	42	42	249,457	42	42	194,415	287	1,993,446	335	1,635,958		
Erie.....	263	263	1,015,085	210	210	628,501	1,668	6,082,332	1,469	3,944,834		
Harrisburg.....	72	85	200,950	76	90	120,135	603	3,462,696	650	3,118,675		
Lancaster.....	64	64	377,450	66	69	193,300	606	2,840,096	733	3,281,950		
McKeesport**†	.....	.....	.....	82	82	197,780	.....	.....	571	1,878,698		
Meadville**	13	13	281,300	.....	.....	.....	121	762,370	.....	.....
New Castle**	89	89	152,570	166	166	300,900	845	1,676,405	.....	.....
Philadelphia.....	1,195	1,772	9,956,680	1,241	1,754	23,047,300	10,037	126,728,955	11,133	106,778,310		
Pittsburgh.....	635	635*	3,336,928	731	731*	3,356,991	5,943	29,854,482	5,683	23,829,100		
Reading.....	228	285	783,325	236	256	323,175	1,780	4,959,194	2,087	4,252,322		
Scranton.....	136	136	637,561	171	171	569,503	1,241	5,407,312	1,308	3,688,298		
Uniontown.....	3	3	11,300	25	25	222,300	136	1,283,216	226	2,115,030		
Warren.....	13	13	34,075	9	9	37,048	117	675,933	93	443,733		
Wilkes-Barre.....	147	147	307,886	145	145	394,437	1,056	3,131,899	1,127	2,955,281		
Williamsport.....	75	75	182,492	100	100	79,444	696	1,824,085	775	930,067		
York.....	104	104	228,854	132	132	111,885	921	2,443,164	1,341	1,661,846		
Total.....	3,285	3,996	\$18,826,849	3,517	4,104	\$30,169,830	27,488	\$200,563,564	29,614	\$166,341,862		

*Operations not given.
**Not included in totals for comparative purposes.
†Information received too late to go to press.

NEW BUILDINGS, ALTERATIONS AND REPAIRS IN CITIES IN
PENNSYLVANIA FOR THE MONTH OF
AUGUST.

Cities	1925			1924			1924			Alterations, Repairs, Etc.		
	New Buildings			Alterations, Repairs, Etc.			New Buildings			Alterations, Repairs, Etc.		
	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost	Per- mits	Opera- tions	Estimated Cost
	72	135	\$ 345,900	29	30	\$31,500	67	102	\$229,800	23	23	\$16,700
Allentown.....	72	72	209,259	73	73	51,222	96	98	243,797	107	107	39,774
Bradford†	.....	.....	.....	.....	.....	.....	25	25	17,445	1	1	400
Easton.....	26	26	204,487	16	16	44,970	.....	.....	.....	.....	.....	.....
Erie.....	216	216	618,645	47	47	396,440	146	146	432,865	64	64	195,636
Harrisburg.....	52	62	178,950	20	23	22,000	56	65	103,810	20	25	16,325
Lancaster.....	43	43	368,350	21	21	9,100	26	29	168,800	40	40	24,500
McKeesport†	.....	.....	.....	.....	.....	.....	59	59	178,345	23	23	19,435
Meadville.....	12	12	280,300	1	1	1,000	.....	.....	.....	.....	.....	.....
New Castle.....	71	71	142,800	18	18	9,770	155	155	300,000	11	11	.....
Philadelphia.....	700	1,263	9,438,950	495	509	517,730	710	1,215	22,483,855	531	539	563,445
Pittsburgh.....	413	413*	3,118,323	222	222*	218,605	508	508	3,052,777	223	223	304,214
Reading.....	80	137	694,225	148	148	89,100	86	106	227,775	150	150	95,400
Uniontown**	3	3	11,300	.....	.....	.....	25	25	222,300	.....	.....	.....
Warren.....	5	5	20,000	8	8	14,075	4	4	32,668	5	5	.....
Wilkes-Barre.....	68	68	227,413	79	79	80,473	57	57	304,292	88	88	4,380
Williamsport.....	40	40	174,960	35	35	7,532	51	51	69,260	49	49	90,145
York.....	35	35	104,510	69	69	124,344	54	54	95,955	78	78	10,184
												15,930

*Operations not given.
**No permits required for alterations or repairs unless outside walls or roofs are changed.
†Information received too late to go to press.



ACCIDENT REPORTS RECEIVED BY THE BU-
REAU OF WORKMEN'S COMPENSATION

AGREEMENTS APPROVED

1925	Fatal	Permanent Disability	Temporary Disability	Total	1925	Fatal	Permanent Disability	Temporary Disability	Total
January.....	201	152	15,187	15,540	January.....	283	267	6,599	7,149
February.....	171	127	14,081	14,379	February.....	157	250	5,833	6,240
March.....	159	132	15,385	15,676	March.....	138	264	7,014	7,416
April.....	182	127	14,124	14,433	April.....	195	320	6,287	6,802
May.....	170	130	14,693	14,693	May.....	175	283	7,473	7,931
June.....	198	160	15,496	15,854	June.....	140	295	6,581	7,016
July.....	184	158	16,282	16,624	July.....	164	263	5,950	6,377
August.....	195	134	15,007	15,336	August.....	143	285	5,914	6,342
Total.....	1,460	1,120	119,955	122,535	Total.....	1,395	2,227	51,651	55,273
1924					1924				
September.....	167	136	14,094	14,397	September.....	207	215	5,435	5,857
October.....	180	118	15,721	16,019	October.....	160	291	5,980	6,431
November.....	194	106	13,283	13,583	November.....	109	239	6,546	6,894
December.....	187	132	13,886	14,205	December.....	155	285	6,039	6,479
*Grand Total.....	24,137	7,150	1,751,537	1,782,824	*Grand Total.....	19,359	15,778	632,738	667,875

COMPENSATION AWARDED AND PAID

1925	Fatal Comp. Awarded	Disability Comp. Paid	Total Comp. Paid	1925	Fatal Comp. Paid	Disability Comp. Paid	Total Comp. Paid
January	\$ 641,085	\$ 680,555	\$ 1,012,129	January	\$ 331,574	\$ 680,555	\$ 1,012,129
February	437,462	551,749	795,269	February	243,520	551,749	795,269
March	440,868	670,200	913,856	March	303,905	670,200	913,856
April	544,427	824,929	1,012,863	April	229,804	824,929	1,012,863
May	536,570	723,059	960,699	May	229,889	723,059	960,699
June	358,888	730,810	964,232	June	396,042	730,810	964,232
July	485,980	568,190	779,770	July	240,371	568,190	779,770
August	418,726	539,399	726,325	August	240,371	539,399	726,325
Total	\$ 3,864,006	\$ 4,984,986	\$ 7,263,747	Total	\$ 2,278,761	\$ 4,984,986	\$ 7,263,747
1924	\$ 577,349	\$ 506,767	\$ 804,556	1924	\$ 297,789	\$ 506,767	\$ 804,556
September	460,194	525,484	848,052	September	322,568	525,484	848,052
October	350,987	533,521	819,573	October	286,052	533,521	819,573
November	415,996	606,408	869,530	November	263,122	606,408	869,530
December	415,996	606,408	869,530	December	263,122	606,408	869,530
*Grand Total	\$52,841,669	\$46,662,075	\$67,317,913	*Grand Total	\$20,655,838	\$46,662,075	\$67,317,913

**PERMANENT INJURIES

1925	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
January	9	\$ 16,873	6	\$ 14,900	18	\$ 36,217	11	\$ 19,282	52	\$ 78,205
February	7	16,624	4	10,244	14	25,831	14	24,480	39	57,197
March	10	23,357	5	11,172	13	26,601	13	23,389	36	53,591
April	15	35,660	9	22,554	21	42,900	9	15,480	54	80,393
May	2	4,386	6	14,458	16	32,124	15	26,668	43	63,466
June	7	17,342	8	18,060	21	40,110	21	38,727	51	81,434
July	10	25,558	3	7,740	10	20,535	11	19,337	40	60,635
August	6	14,678	8	20,345	17	35,458	16	29,868	41	60,748
Total	66	\$ 154,458	49	\$ 119,473	130	\$ 259,776	110	\$ 197,231	356	\$ 535,669
1924	10	\$ 25,640	4	\$ 9,890	11	\$ 21,473	10	\$ 17,730	42	\$ 65,969
September	11	26,639	4	10,030	11	23,100	12	20,457	47	72,000
October	7	17,750	6	15,480	17	32,187	11	20,900	61	92,031
November	11	23,344	11	27,500	25	51,193	13	24,400	59	90,580
December	11	23,344	11	27,500	25	51,193	13	24,400	59	90,580
*Grand Total	1,041	\$2,025,639	724	\$1,560,084	2,349	\$4,161,894	1,312	\$2,102,693	5,703	\$7,746,330

**PERMANENT INJURIES (Continued)

1925	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Paid
January	105	\$ 33,541	99	\$ 18,266	4	\$ 19,332	236,616	\$ 278,870
February	116	37,485	92	17,451	8	20,426	209,738	233,682
March	132	43,841	100	18,782	8	21,134	221,867	280,480
April	150	48,994	116	21,274	4	3,620	270,875	144,925
May	124	43,460	117	20,200	5	7,432	212,194	274,558
June	110	38,212	102	18,412	19	47,756	300,053	335,947
July	116	39,225	120	22,715	14	21,830	217,555	202,708
August	112	38,778	115	22,493	12	26,476	248,844	196,414
Total	965	\$ 323,536	861	\$159,593	74	\$ 168,006	\$ 1,917,742	\$ 1,947,584
1924	114	\$ 40,085	72	\$ 13,215	3	\$ 9,460	\$ 203,462	\$ 215,236
September	116	41,254	132	25,498	5	22,025	241,003	203,957
October	109	36,189	74	15,162	2	5,560	235,259	178,693
November	104	38,231	105	17,999	3	9,922	283,169	270,888
December	104	38,231	105	17,999	3	9,922	283,169	270,888
*Grand Total	3,216	\$1,098,228	2,729	\$510,615	340	\$1,096,561	\$20,302,044	\$15,044,418

*Since the inception of the Act—January 1, 1916.

**Multiple losses separated respectively.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

*Days Lost from Accidents Reported to the Bureau Of Workmen's Compensation During January to August Inclusive, 1925

CAUSE	Building and Contracting.	Chemicals and Allied Products.	Clay, Glass and Stone Products.	Clothing Manufacture.	Food and Kindred Products	Leather, Rubber and Composition Goods.	Liquors and Beverages.	Lumber and its Remanufacture.	Paper and Printing Industries.	Textiles.	Laundries.	Metals and Metal Products.	COAL MINES		Transportation and Public Utilities.	Quarries and Mines Other Than Coal.	Tobacco and its Products.	Miscellaneous Industries.	Hotels and Restaurants.	Mercantile Establishments.	Jobbers and Warehouses.	Municipalities.	Total.
													Anthracite.	Bituminous.									
Machinery	42,828	2,710	28,193	9,079	32,584	18,498	830	78,665	21,528	43,848	795	353,742	29,622	51,915	3,967	20,365	1,745	11,623	3,786	11,716	934	16,771	785,744
Boilers	68	6,083	4	15	55	.....	.....	21	82	.....	12	12,187	6,043	1,810	293	20	12	46	28	.....	.....	22	26,801
Pumps, Compressors & Prime Movers ...	15,907	12,782	447	.....	6,225	6,027	60	843	6,054	32	.....	11,166	7,575	6,794	6,573	4,658	.....	173	14	6,030	8	143	91,511
Transmission	6,760	12,502	6,271	92	6,137	6,347	.....	132	6,255	235	.....	25,333	9,452	339	823	13,378	.....	71	.....	44	.....	22	94,193
Elevators	13,576	6,212	512	6,222	13,032	339	6,048	13,381	301	24,481	2	31,470	11,670	24,197	6,557	12,062	6,190	6,711	6,326	764	406	90	190,549
Cranes & Derricks	74,020	8,493	6,676	36	6,914	131	10	219	144	6,094	.....	234,541	12,958	8,163	19,703	13,536	300	236	3	220	184	6,241	398,822
Cars & Engines	88,247	19,221	29,452	5	6,573	123	83	7,220	397	80	.....	214,326	517,236	453,596	782,814	31,235	6,017	6,556	24	838	268	12,798	2,177,109
Motor Vehicles	58,924	18,711	580	241	7,809	146	72	6,452	621	536	52	46,606	6,417	414	256,623	6,772	15	19,772	6,220	15,620	13,569	85,713	551,885
Horse Vehicles	7,260	522	465	3	356	10	3	13,602	28	64	12	250	6,442	506	48,284	244	.....	1,283	13	667	68	19,722	99,804
Hand Trucks	3,113	669	4,137	151	7,176	589	34	1,085	7,139	899	71	39,421	348	515	6,939	358	111	489	105	638	6,720	191	80,898
Water Craft	12,388	55	.....	.....	.....	.....	.....	.....	6,000	.....	.....	6,046	5	184	6,155	22	.....	.....	.....	.....	.....	11	30,866
Handling Objects	58,820	19,901	26,499	8,422	15,153	4,830	6,575	15,967	9,980	11,320	278	197,987	67,793	43,946	36,728	3,859	545	12,814	8,868	15,599	9,904	12,229	588,017
Hand Tools	43,610	2,260	4,953	1,058	9,402	971	97	12,230	1,967	1,626	69	65,404	24,628	34,283	27,813	8,649	127	3,929	1,299	5,342	6,671	5,213	261,601
Electricity	54,559	12,045	6,246	72	6,057	115	15	21	108	66	.....	79,767	55,223	7,169	157,635	75	.....	89	14	80	6	18,031	397,393
Explosives & Explosions	26,872	24,592	6,201	12	6,134	52	1,838	22	34	10,767	.....	37,677	597,225	87,459	12,451	13,497	.....	6,522	6,173	150	6,081	18,379	862,138
Hot & Corrosive Substances	31,321	14,152	19,903	390	1,946	765	171	423	6,990	7,304	115	105,523	20,275	7,714	11,527	6,324	48	7,604	7,793	7,090	194	49,292	306,874
Falling Objects	155,833	19,251	16,109	514	7,604	2,334	75	21,418	1,146	1,056	39	120,654	62,921	14,128	23,458	10,798	47	1,684	251	1,965	665	19,751	490,781
Falling Objects (Mines & Quarries)	156	.....	12,950	.....	.....	.....	.....	.....	.....	.....	.....	24	1,206,219	939,204	6,000	25,723	.....	.....	.....	.....	.....	96	2,100,372
Fall of Persons	334,336	16,560	36,055	8,067	11,648	13,439	12,595	15,978	2,653	10,263	6,306	187,507	108,335	32,871	133,419	13,577	453	40,330	9,251	39,378	8,101	42,823	1,033,945
Stepping upon or Striking Against Objects	22,372	1,039	10,391	1,092	3,013	740	64	7,074	1,371	2,086	213	28,162	30,634	6,233	5,708	525	237	2,313	974	9,872	806	1,446	136,365
Miscellaneous Causes	120,572	12,964	26,283	308	1,453	6,208	103	894	6,467	12,746	62	81,371	51,560	24,652	62,101	573	7	21,979	219	7,638	231	63,472	501,916
Total	1,171,542	210,724	242,327	35,779	149,271	61,714	28,678	195,657	79,265	133,503	8,026	1,888,164	2,832,581	1,746,092	1,615,571	186,250	15,854	144,224	51,391	123,701	54,816	372,456	11,347,586

* WEIGHTED ACCORDING TO THE SCALE OF TIME LOSSES FOR WEIGHING INDUSTRIAL ACCIDENT DISABILITIES RECOMMENDED BY THE INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS.



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

Accidents Reported to the Bureau of Workmen's Compensation, During January to August Inclusive, 1925

CAUSE	Building and Contracting.		Chemicals and Allied Products.		Clay, Glass and Stone Products.		Clothing Manufacture.		Food and Kindred Products.		Leather, Rubber and Composition Goods.		Liquors and Beverages.		Lumber and its Remanufacture.		Paper and Printing Industries.		Textiles.	Laundries.	Metals and Metal Products.	COAL MINES				Transportation and Public Utilities.	Quarries and Mines Other Than Coal.	Tobacco and its Products.	Miscellaneous Industries.		Hotels and Restaurants.		Mercantile Establishments.		Jobbers and Warehouses.		Municipalities.		Total.							
	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.				F.	N. F.	F.	N. F.				F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.		F.	N. F.	F.	N. F.	F.	N. F.	
Machinery	3	512	..	90	1	325	..	458	2	311	1	271	..	18	2	815	..	473	3	749	..	58	21	5,479	3	341	6	566	..	76	2	83	..	93	..	247	..	67	..	186	..	31	2	83	46	11,332
Boilers	6	1	3	..	1	..	1	..	5	1	..	3	1	2	18	1	5	..	2	..	17	..	2	..	1	..	2	..	1	2	4	71		
Pumps, Compressors and Prime Movers	2	59	1	32	..	13	1	12	1	2	..	2	..	8	1	3	..	4	1	65	1	27	..	34	1	18	..	7	15	..	1	1	2	..	1	..	7	10	312
Transmission	1	8	2	15	1	19	..	6	1	7	1	5	9	1	14	..	11	3	56	1	30	..	22	..	5	2	11	3	4	2	13	227	
Elevators	2	71	1	14	..	20	1	10	2	43	..	5	1	3	2	15	..	22	4	29	..	1	5	83	1	39	4	14	1	16	2	2	1	5	1	36	1	21	..	53	..	22	..	5	29	629
Cranes & Derricks	10	586	1	44	1	48	..	2	1	36	..	7	..	1	..	13	..	11	1	8	31	1,465	2	71	1	27	2	97	2	52	..	1	..	12	..	1	..	14	..	13	1	10	53	2,519
Cars & Engines	14	243	3	50	4	325	..	1	1	32	..	6	..	4	1	65	..	29	..	5	25	2,175	67	4,530	56	4,231	112	2,739	4	146	1	2	1	28	..	1	..	62	..	19	2	40	203	14,733
Motor Vehicles	9	208	3	39	..	39	..	13	1	73	..	8	..	6	1	35	..	24	..	26	..	3	4	637	1	29	..	23	32	3,310	1	31	..	1	3	77	1	6	2	196	2	60	18	409	73	5,349
Horse Vehicles	1	77	..	24	..	23	..	1	..	25	..	1	..	1	2	82	..	1	..	3	..	1	..	15	1	26	..	32	6	760	..	10	56	..	2	..	34	..	4	2	159	12	1,337
Hand Trucks	248	..	58	..	320	..	11	1	99	..	42	..	3	..	79	1	93	..	66	..	7	3	1,351	..	27	..	29	..	436	..	26	..	8	..	34	..	9	..	53	1	58	..	14	6	3,071
Water Craft	2	25	..	5	1	1	4	..	1	..	3	1	18	..	3	3	5	57		
Handling Objects	2	2,746	2	457	2	1,342	1	169	1	701	..	222	1	40	3	622	1	347	1	385	..	23	13	7,933	5	3,050	3	1,643	2	1,832	..	299	..	43	1	406	1	206	1	685	1	288	1	314	42	23,792
Hand Tools	3	1,256	..	168	..	208	..	65	1	275	..	89	..	9	1	419	..	101	..	125	..	4	2	3,172	..	2,041	..	1,822	2	806	1	208	..	13	..	162	..	98	..	324	1	51	..	149	11	11,625
Electricity	9	34	..	5	1	17	..	4	1	5	..	8	..	1	..	2	..	6	..	6	13	137	9	101	1	123	26	119	..	5	5	..	2	..	7	..	1	3	3	63	591
Explosives & Explosions	3	76	6	34	1	20	..	1	1	7	..	4	..	5	..	2	..	2	1	19	6	114	96	541	11	146	2	31	2	22	1	29	1	13	..	14	1	4	8	19	135	1,103
Hot & Corrosive Substances	4	443	2	181	2	193	..	26	..	147	..	68	..	12	..	34	1	79	1	107	..	11	13	2,133	8	203	1	136	1	326	1	36	..	4	1	118	1	132	1	51	..	16	8	74	41	4,560
Falling Objects	22	1,431	3	98	2	339	..	40	1	118	..	45	..	8	3	296	..	86	..	88	..	2	14	2,338	10	253	2	124	3	381	1	119	..	4	..	102	..	25	..	150	..	46	3	102	64	6,006
Falling Objects (Mines and Quarries)	10	2	68	3	187	4,663	136	4,531	1	..	4	120	10	330	9,405		
Fall of Persons	48	2,351	2	289	5	461	1	139	1	378	2	116	2	35	2	252	..	211	1	306	1	21	25	2,462	15	1,465	4	581	19	1,245	2	108	..	23	5	543	1	196	5	626	1	126	6	365	148	12,296
Stepping upon or Striking Against Objects	1	1,481	..	115	1	310	..	97	..	216	..	67	..	7	1	105	..	117	1	177	..	13	2	1,529	3	1,315	..	499	..	521	..	45	..	19	..	185	..	77	1	304	..	65	..	118	10	7,382
Miscellaneous Causes	18	400	2	81	4	208	..	22	..	101	1	21	..	6	..	66	1	35	2	59	..	6	11	1,210	7	938	3	392	9	536	..	54	..	1	3	182	..	19	1	118	..	21	10	216	72	4,688
Total	154	12,361	29	1,802	28	4,350	3	1,066	16	2,591	6	987	4	170	18	2,826	7	1,657	15	2,167	1	151	195	32,400	418	19,690	230	14,983	220	13,278	24	1,389	2	218	16	2,242	6	877	12	2,913	7	832	54	2,106	1,460	121,075

F.=Fatal N. F.=Non-Fatal.

* F.=Fatal N. F.=Non-Fatal.



FIRE
KILLED 15,000 PERSONS
and
Caused Property Loss of \$550,000,000
In the United States
During the Past Year

THIS CAN BE STOPPED
BOOST
FIRE PREVENTION WEEK
OCTOBER 4-10, 1925

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
RICHARD H. LANSBURGH, Secretary

OCTOBER

LABOR AND INDUSTRY

Vol. XII



No. 10

FEATURING
NO-ACCIDENT DRIVES

Harrisburg, Pennsylvania
1925

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

RICHARD H. LANSBURGH, Secretary

OCTOBER

LABOR AND INDUSTRY

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No. 10

Harrisburg, Penna.
The Telegraph Press
1925

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NO ACCIDENT MONTH THE BEAVER VALLEY TRACTION COMPANY

BY CLINTON D. SMITH,
General Manager

The Beaver Valley Traction Company, New Brighton, Pennsylvania, uses unusual methods to keep the importance of accident prevention before the employees. During June, which was No Accident Month, mirrors

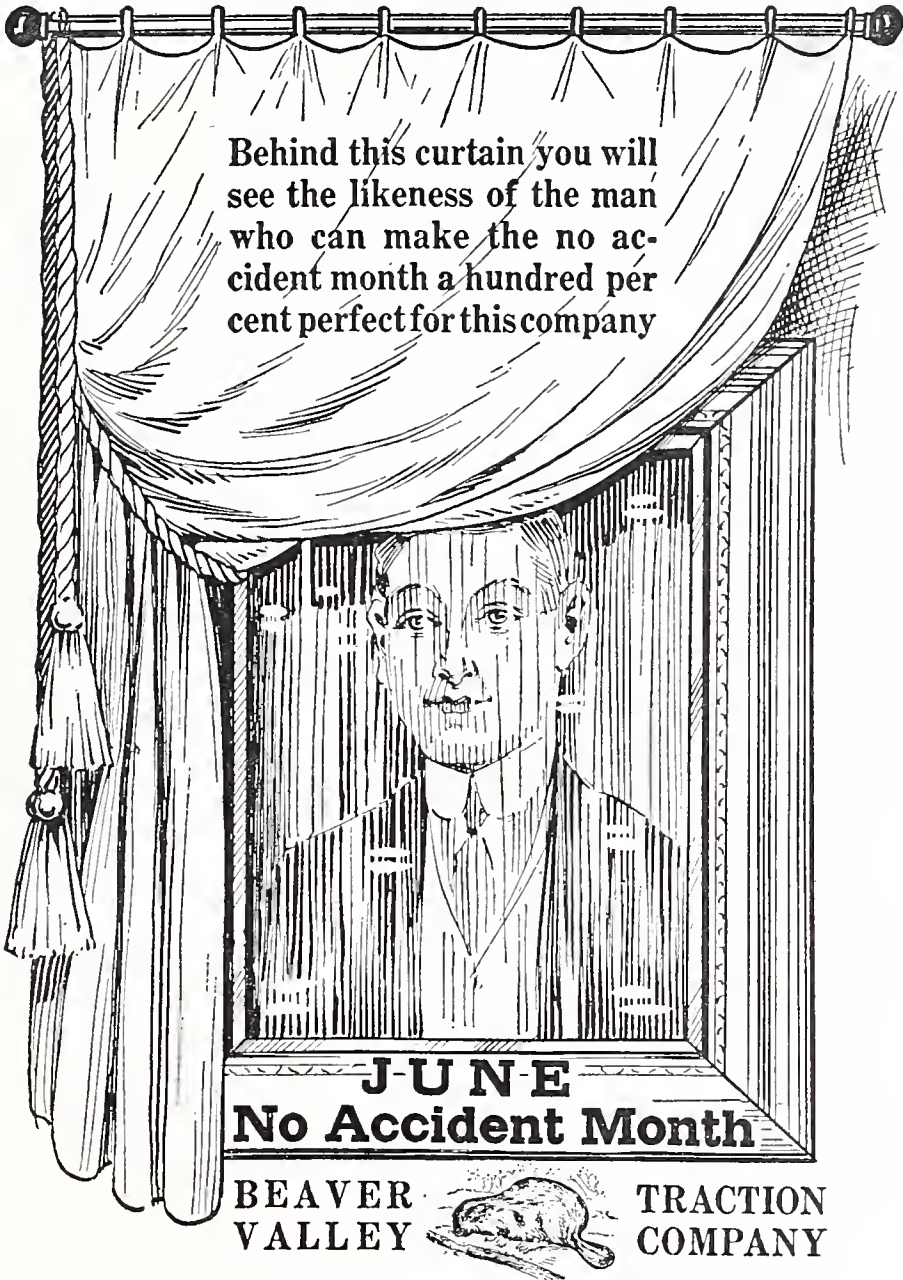


Fig. 1. Curtained Mirror.

were placed at different points on the premises. Each mirror bore a curtain containing the wording: "Behind this curtain you will see the likeness of the man who can make the No Accident Month a hundred per cent for this company." (See Fig. 1). The curiosity of the employee prompted him to lift the curtain and there staring at him was his own likeness.



Fig. 2. A Bushel Basket of Careless Methods.

At the entrance to the car house was a large sign and a bushel basket. The sign bore this inscription: "No Accidents—Before you enter leave your careless methods HERE." (See Fig. 2).

To create interest in the progress of the no-accident campaign for the month, a painting was made of the hemisphere and the employees were divided into teams. These teams were en route to the North Pole by aeroplane. The aeroplanes advanced each day if there were no accidents,

but if one occurred, the aeroplane remained stationary. Three teams reached the North Pole, finishing the race with a perfect score. (Fig. 3)

The No Accident Month was a county-wide affair, promoted by the Beaver County Section of the Western Pennsylvania Safety Council, and participated in actively by the traction company officials.

We can point with pride to the fact that twenty-nine lives were saved during the month. In June, 1924, 42 persons were killed, while but 13 met with sudden and violent death in June, 1925. In June, 1924, nine were drowned, while only 2 were drowned in June, 1925. In June, 1924, six were killed by automobile, and there was not a single death from that cause during the month of June, 1925.

Street railway accidents of all classes decreased 44.8 per cent, and street railway public accidents in which other vehicles were concerned decreased 44.2 per cent.

The newspapers of the county devoted a first-page article to Accident Prevention each day during the month. Billboards were used to call the attention of the transient and the local automobile drivers to the campaign.

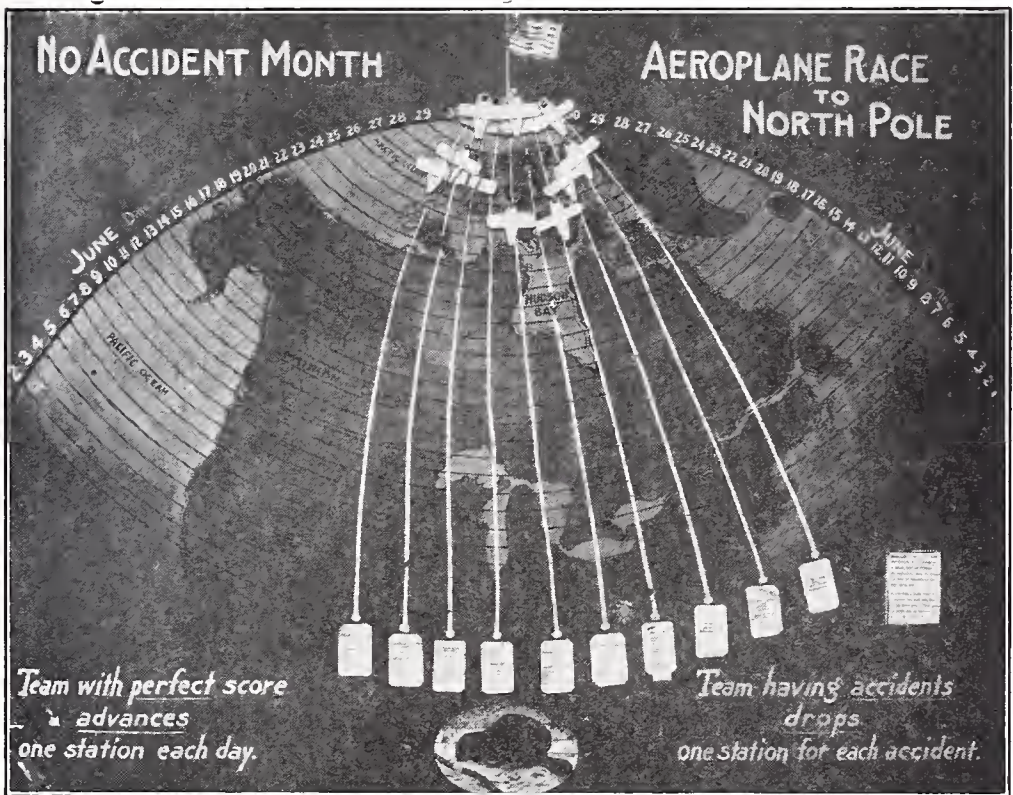


Fig. 3. Aeroplane Race to North Pole.

REPORT OF NO ACCIDENT DRIVE AT THE DUQUESNE WORKS, CARNEGIE STEEL COMPANY

BY P. G. FENLON,
Superintendent, Safety and Welfare
DUQUESNE WORKS, CARNEGIE STEEL COMPANY

Early in the year, 1925, the idea of a no-accident month was suggested to the general superintendent, S. G. Worton, of the Duquesne works of the Carnegie Steel Company and his approval and promise of personal participation was obtained.

The various department superintendents were next consulted and promises of cooperation obtained. The subject was then taken up with the departmental safety committees throughout the plant and the idea received their endorsement.

During the month of April at the regular safety meetings, and the special meetings of groups in the various departments, talks were given by Mr. John A. Oartel, Chief, Bureau of Safety, Carnegie Steel Company, and D. C. Burroughs, Assistant General Superintendent. P. G. Fenlon, Superintendent, Safety and Welfare, outlined the program and proposed activities, asking support of the drive from every employe.

On the last payday in April each employe received in his pay envelope a notice of the drive, asking for his personal interest and cooperation. This request was sent out by General Superintendent Worton, as follows:

TO ALL EMPLOYEES OF THE DUQUESNE WORKS, CARNEGIE STEEL COMPANY:

A special drive will be made to prevent accidents in this plant during the month of May. With your help we can go through the month without a lost-time accident. We ask you to do your part by being careful of yourself and your fellow workmen.

Injuries result in loss of time and suffering to those who are injured and cause suffering and sadness in the homes.

We want to stop accidents. We ask and expect your help in this drive.

S. G. WORTON,
General Superintendent.

On the evening of April 30th, a mass meeting of superintendents, assistant superintendents, foremen, and men directing work in the plant was held in the Duquesne Carnegie Library. This meeting was conducted by P. G. Fenlon. An orchestra furnished music, and safety addresses were made by John A. Oartel, Dr. C. H. Rust, and General Superintendent Worton.

The publicity features were ready for the drive start-off. Large streamers had been erected at all entrances to Upper and Lower Works. These streamers bore the following notice and appeal:

MONTH OF MAY—NO ACCIDENTS

We are asking every employe of the Duquesne Plant to work for the prevention of accidents during the month of May. Your part is to think safety and act safely. Every employe must help in order to make a clean record. Do not have it said that you failed in your duty to yourself or a fellow-workman. We ask for and will appreciate your earnest efforts for safety.

S. G. WORTON,
General Superintendent.

DEPARTMENTAL PUBLICITY

Publicity matters, such as posters, slogans, and photographs were displayed on all general bulletin boards.

Departmental publicity was delegated to each department for its own ideas and promotion. It consisted of meetings at which impromptu orchestras participated; displays of safety appliances; special posters and prints pertaining to particular department hazards; talks by superintendents; talks by foremen at beginning of each turn; stickers, bearing messages, pasted daily in conspicuous places; and slogans worked out in white-washed stones placed on grass plots. One Superintendent used cards similar to those of a political candidate. On the face of the card was the photograph and name of the superintendent, and words as follows:

Not a candidate for any office—But your support for Safety is earnestly solicited.

The back of the card was as follows: "I take the liberty of placing this card in your pay envelope. Even a slight injury to you may cause a shortage in your pay. Won't you help me, as superintendent of Bar Mills 5-6-7 to make this campaign for safety 100 per cent—with no lost time caused by an accident?"

PLANT MASS MEETINGS

Starting May 1st, plant mass meetings were held at three designated places. (Fig. 1) The first at 10:00 o'clock A. M. in building near Rolling Department. This meeting was attended by all employes from the south section of Upper Steel Works. Attendance about 1800. Second meeting at 11:00 o'clock A. M. in Main Machine Shop. Attended by all employes in north section of Upper Steel Works. Attendance about 1200. Third meeting at 2:30 o'clock P. M. in No. 3 Merchant Mill, Lower Works. Attendance about 1000. During the period of these meetings, which were of thirty minutes duration, work was suspended in all departments affected, orchestra played while the men assembled; (Fig. 2)

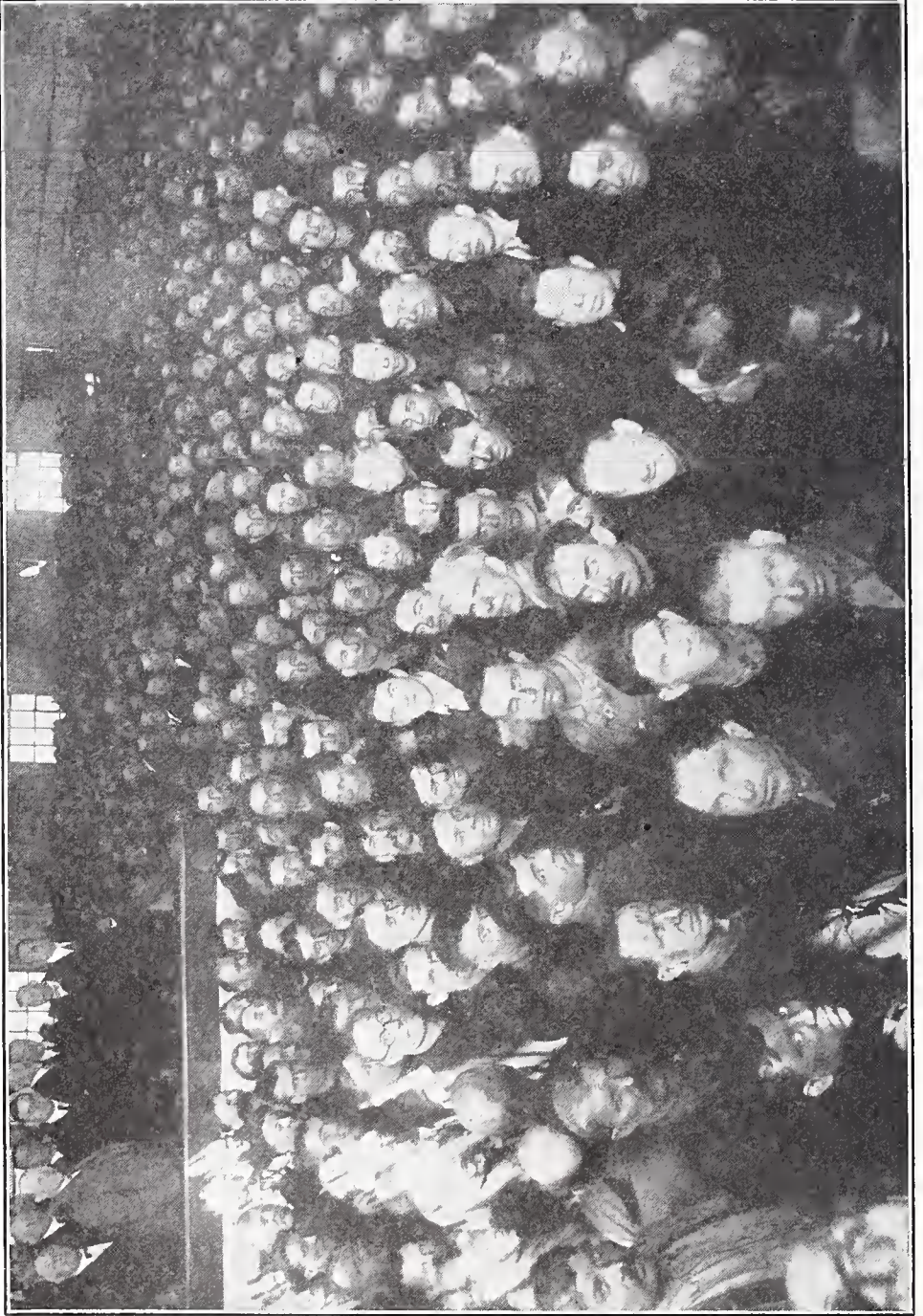


Fig. 1. Safety Rally, Duquesne Works, Carnegie Steel Company, May, 1925.

special speaker talked twenty minutes and S. G. Worton, ten minutes. All Department superintendents and assistants as well as every employe in the plant attended these meetings, (Fig. 3) thereby attesting their support throughout the plant.

These plant rallies were held on Thursday of each week and were addressed by the following speakers in turn: John A. Oartel, Chief, Bureau of Safety, Carnegie Steel Company; A. C. Cook, Superintendent Safety and Welfare, Youngstown Works, Carnegie Steel Company; Francis Feehan, Safety Inspector, U. S. Bureau of Mines, Pittsburgh; Harry Spahr, Fire Chief, Edgar Thomson Works, Carnegie Steel Company; and G. E. Clarkson, Secretary, Western Pennsylvania Division, National Safety Council, Pittsburgh. All plant rallies were attended and addressed by General Superintendent S. G. Worton. On May 7th, in addition to the special speaker and General Superintendent Worton, meetings were addressed by President Homer D. Williams of the Carnegie Steel Company.



Fig. 2. Orchestra Which Played at Safety Rallies.

RESULTS

These activities resulted in a period of twenty-six days without a lost-time accident with a working force from 6500 to 6700 men. The first lost-time accident occurred May 27th. On the 29th day another accident occurred making a total of two for the period of the drive,—showing a reduction of 76.35 per cent over month of April, 1925, and a reduction of 85.34 per cent over May, 1924. Of the two accidents occurring during

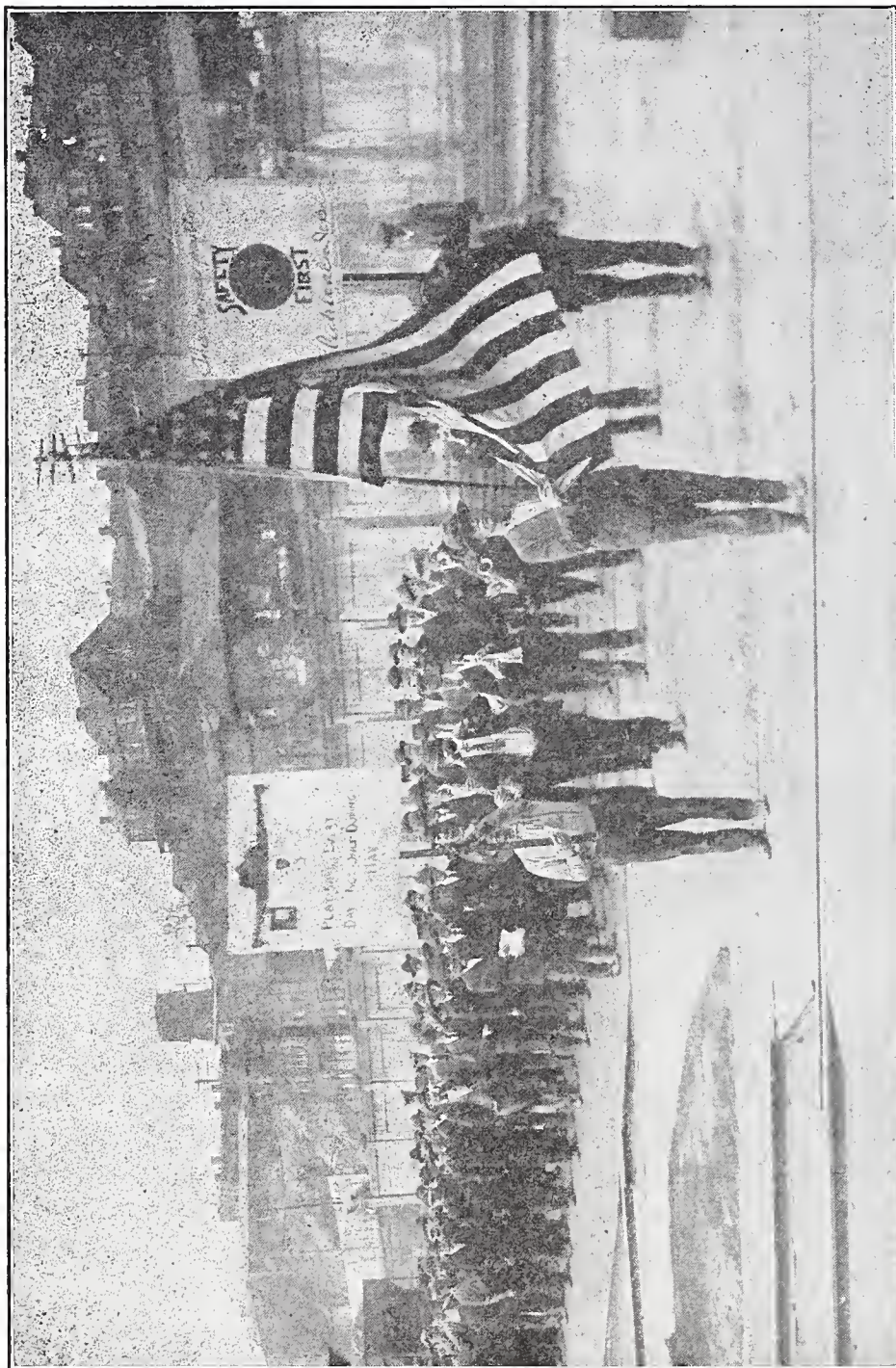


Fig. 3. Parade of Workmen Marching to Safety Rally.

this month one was unpreventable and not due to man failure. The second was caused by man dropping billet on his toes, attributable to his own carelessness.

At the conclusion of the drive General Superintendent Worton sent out a card of thanks to each employe as follows:

*TO ALL EMPLOYES OF THE DUQUESNE WORKS,
CARNEGIE STEEL COMPANY*

Thank you for your assistance during the No-Accident Drive in May. Only two lost time accidents occurred and while I most sincerely regret that one man died as a result of his injury, I still want to commend you for the part you took in reducing accidents.

This drive was for the purpose of bringing home to each man the realization of the suffering and sadness that follows accidents; what it means to you as an individual; what it means to your family; your fellow workman and his family. I consider it the most worth while thing we can do for one another, so I ask that you continue looking out for your safety, and the safety of the men with whom you work.

If you will continue to cooperate for safety, I am sure it will make you a better and safer man, make our mill a safer place in which to work, and our town a happier place in which to live.

S. G. WORTON,
General Superintendent.

Before concluding, we want to express our gratitude to the superintendent and to the men in every department of our organization for their support of this safety drive and appreciation of the fine spirit in which they participated. And while we did not wholly attain the goal of our objective—an entire month without an accident—we are convinced by the splendid spirit shown by our organization that the entire force will work toward that accomplishment.

CONCLUSION

The results obtained in this Safety Drive convince us that 100 per cent can be achieved in accident prevention, and this should be the aim of every employe and organization within a plant. That it is the business of the safety superintendent or director to promote and procure cooperation and then to rightfully give credit and commendation for the accomplishment of results. By cooperation we mean the inclusion of officials and workmen alike, for without the full support of official heads of organizations, complete results are not possible of attainment. In summing up the most effective features of the drive, and not detracting one whit from the spirit and cooperation of department heads and their safety organizations,



Fig. 4. Quartette Which Sang at Safety Rallies.

it is our opinion that the presence and participation of General Superintendent Worton, at all plant rallies, asking the men to support this effort to eliminate accidents, pleading for the homes of those who suffer most when accidents occur; and the presence and talk of President Williams, who told the men of the great amount of safety work that had been done by the Carnegie Steel Company and the United States Steel Corporation and promised his support to further accident prevention, were, without doubt, the most valuable contributions to the drive's success and will be productive of lasting results.

PHYSICAL DISABILITY vs. MENTAL CAPABILITY

BY S. S. RIDDLE

Director, Bureau of Rehabilitation.

Is a college course, leading to a degree in law, engineering, or similar profession,—or other training for skilled commercial or mechanical pursuits,—as valuable vocationally to a mentally efficient young person as an arm, leg or sound spinal column?

That question, although perhaps interesting, need not be debated at length so far as the Bureau of Rehabilitation is concerned. Prospect of choice in the matter is never present. The proposition can only be considered in retrospect. The arm, or the leg, and in some instances both, are gone when the young person unfit for general industrial employments comes to the Bureau of Rehabilitation.

The Commonwealth of Pennsylvania, recognizing the vital necessity of developing the human as well as the material by-products of its industrial processes, has provided means for the training and return to suitable employment of disabled persons. The means are limited, considering the extent of the field, although the Federal Government by appropriation of Congress, bears approximately half the cost of the rehabilitation work.

A disabled person, unable, because of the disability, to obtain suitable employment, or desiring to advance vocationally, registers with the Bureau of Rehabilitation. Each case is studied.

The applicant may be of middle-age, foreign born, illiterate in English, an unskilled laborer, the head of a large family, a resident of a small community with limited available employment opportunities. A suitable placement in employment at a task that can be performed in spite of the disability is usually the most effective procedure in such case.

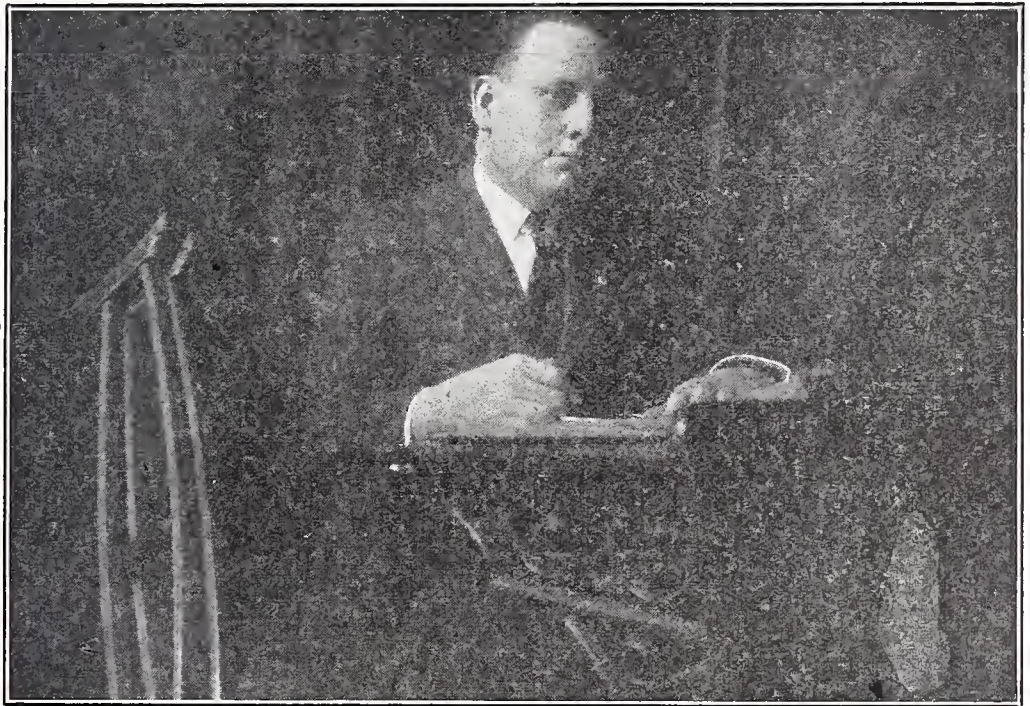
However, the applicant may be of the younger age group, ambitious to advance, equipped with basic education, without dependents, and for whom a definite training program may be developed.

Many such young persons with physical disabilities, but alert mentalities, returned to a period of study with the opening of the schools and colleges this fall.

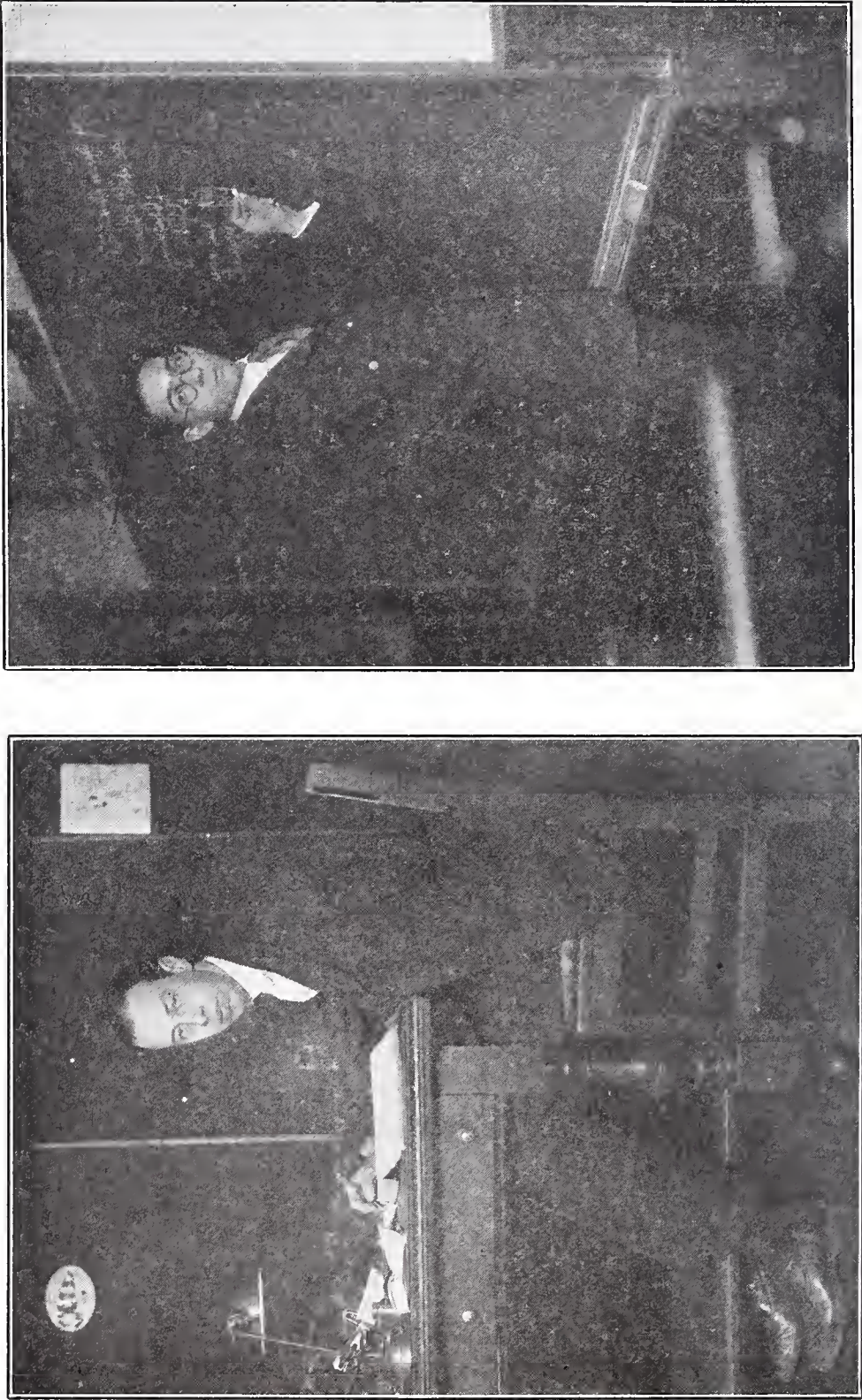
DISABILITY MAY BRING OPPORTUNITY

A peculiar, outstanding fact, in numbers of those cases, is that the amputation of a hand or leg, brought to the young victim of the accident the opportunity, with the assistance of the Bureau of Rehabilitation, to enter a future with even collegiate preparation for professional life work.

The younger disabled persons, comprising the collegiate group, among the approximately 6,000 disabled persons listed with the Bureau, although a small percentage of the present total, are constantly increasing in numbers.



Figures 1-2. Physical disabilities are being transformed into assets by numbers of young persons ambitious for training for future vocations.



Figures 3-4. The industrial accidents that cost each of these young men an arm were important factors in making their college training possible.

The Bureau of Rehabilitation is, during the present school year, assisting young persons with severe disabilities in collegiate courses in law, engineering, modern languages, pharmacy, industrial art, fine arts, commerce and finance and similar courses. Several disabled young persons are in normal schools of the State qualifying to become teachers in the public schools in accordance with the requirements of State legislation for the teaching profession.

Extension and correspondence courses, in conjunction with employment, are being provided in drafting, fundamental accounting, English and bookkeeping, building contracting, and architecture. The extension courses in poultry raising, orchardry and similar phases of agriculture as provided by the Pennsylvania State College have been made available to numbers of disabled registrants of the Bureau who have established themselves on farms.

Whenever possible, disabled persons of the younger age groups are returned to public schools for completion of their basic or elementary education.

Training in mechanical lines of work is provided those disabled persons for whom conditions make such training most logical. Such training includes automobile repairing, mechanical denistry, acetylene welding, sign painting, show card writing, and many other lines.

In cooperation with State and local associations for the blind, the Bureau of Rehabilitation is assisting blinded persons to learn remunerative manual operations as rug and carpet weaving, chair caning and mop making. Younger blinded persons are assisted in obtaining more advanced training when such training leads to suitable employment. One young man blinded by an industrial accident has recently completed a course in commercial work at the Pennsylvania Institution for the Blind, Overbrook, Pennsylvania, and is entering employment in the work for which he has been trained.

VARIED LINES OF TRAINING

Other lines of training, as considered in each case most suitable for the disabled person, include motion picture operation, shoe repairing, type-writer repairing, watch repairing and engraving, and like activities.

Registrants of the Bureau are, throughout the year, attending evening or day classes in private business colleges, Y. M. C. A. schools and similar institutions in preparation for salesmanship, advertising, clerical work, bookkeeping and stenography.

One young woman has entered training in a dressmaking course and one young disabled man, for whom employment was obtained as an advertising solicitor with a metropolitan daily newspaper is attending night

classes for instruction in advertising and salesmanship to benefit him in his work.

Every registrant of the Bureau of Rehabilitation, who is assisted by the Bureau to obtain training, has a definite goal toward which to work. The financial assistance provided by the Bureau is, in all training cases, the exact amount by which the estimated weekly expenses exceed the weekly income and may not exceed \$15.00 a week. Completion of the training course, consequently, in virtually all cases, means an increase in earning power. There are no immediate monetary rewards for a disabled person being assisted in training, other than the actual expenses created by the training, and as a result, seldom does a disabled person in training, with the Bureau's assistance, discontinue the course through indifference.

Experience of the Bureau of Rehabilitation in Pennsylvania indicates, however, that of all the disabled persons registering with it from all sections of the State only about five to ten per cent of the total number are logical prospects for advanced training programs.

At the present time, disabled persons are registering with the Bureau of Rehabilitation at the rate of about 100 a month. They are located in every county of the State. In virtually every case, a representative of the Bureau must call upon such disabled person in his or her home community to work out a rehabilitation plan which may range from immediate placement in a suitable task to an ambitious program leading toward a collegiate professional degree.

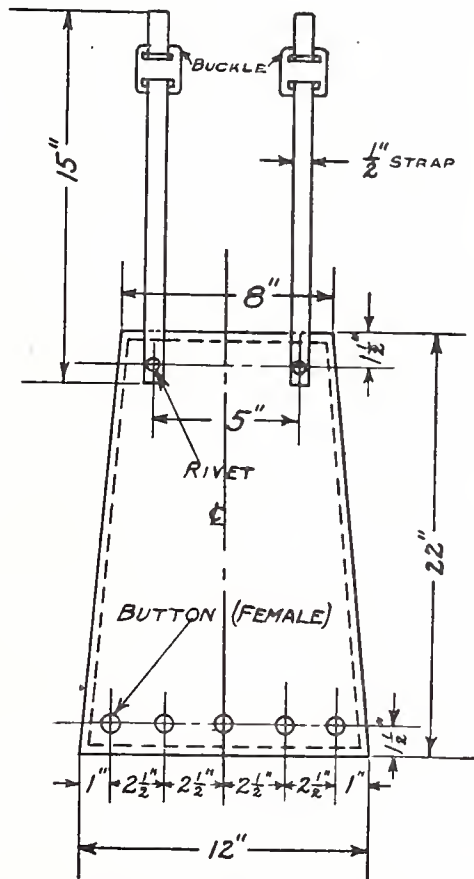


Fig. 1. Specifications for Thigh Protector.

through the clothing and also burning the operator as it drops down under the legging.

To meet the above conditions, after a very considerable amount of experimenting and numerous trials, there has been developed what has been termed the "Thigh Protector—GE Model." This is shown in (Fig. 1) and is covered by the following descriptive specification:

1. Protector shall be made of one piece fireproofed canvas—not less than twelve ounce weight.
2. All raw edges shall be turned over to same side to give one half inch hem and stitched with double row of threads.
3. Five buttons—female part shall be placed in twelve inch end located as shown. Head of button on out (smooth) side. Button shall be similar to, and interchangeable with, that style known as "Durable Dot Fastener."
4. Two straps, fifteen inches long by one-half inch wide, each strap equipped with adjustable buckle, shall be riveted at top as shown.
5. The finished protector shall be eight inches wide at the top, twelve inches wide at the bottom, twenty-two and one-half inches long. The buttons shall be located one on the center line at the bottom and two on either side, spaced equally two and one-half inches apart, one and one-half inches from the bottom edge. The straps shall be riveted to the top, rivets five inches apart and one and one-half inches from the top edge.

Thigh Protectors are shown on attached photographs (Figs. 2-3). It will be noted in this connection that the operator normally wearing two leggings, attaches one thigh protector to whichever side the ladle is carried on. In any case, four buttons on the thigh protector and four buttons on the legging are used. The fifth button on the legging, which is not used on the right hand side, is put into service when the legging is transferred to the left hand side, and the additional width of thigh protector, which might be termed "the flap," when in service, acts so much the better to cover the side and rear of the operator's leg.

From the experience which we have had with the use of these protectors, we are convinced that they take care of a serious hazard in a very satisfactory and comfortable manner. The cost of the protector is comparatively small.

The use of this safety equipment is recommended wherever hand ladles are in service or similar work is being done. We are very pleased to pass this information along as to the results which have been obtained, and offer the use of this idea to anyone who is interested in its application.



Fig. 2. Thigh Protector in Use.

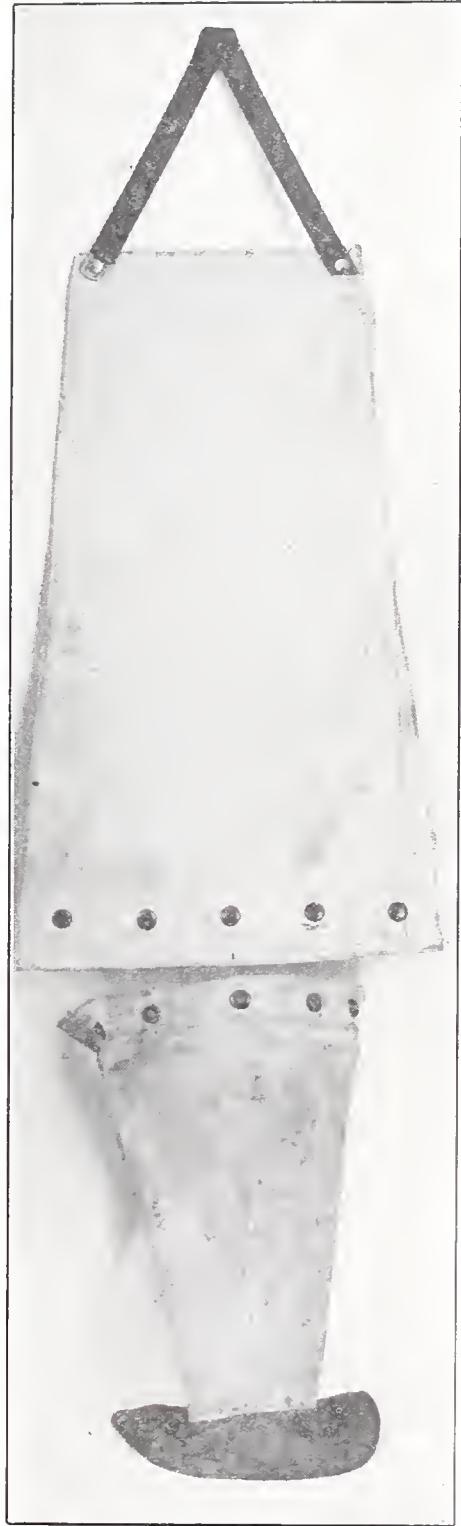


Fig. 3. Thigh Protector Detached and Shin Leggings.

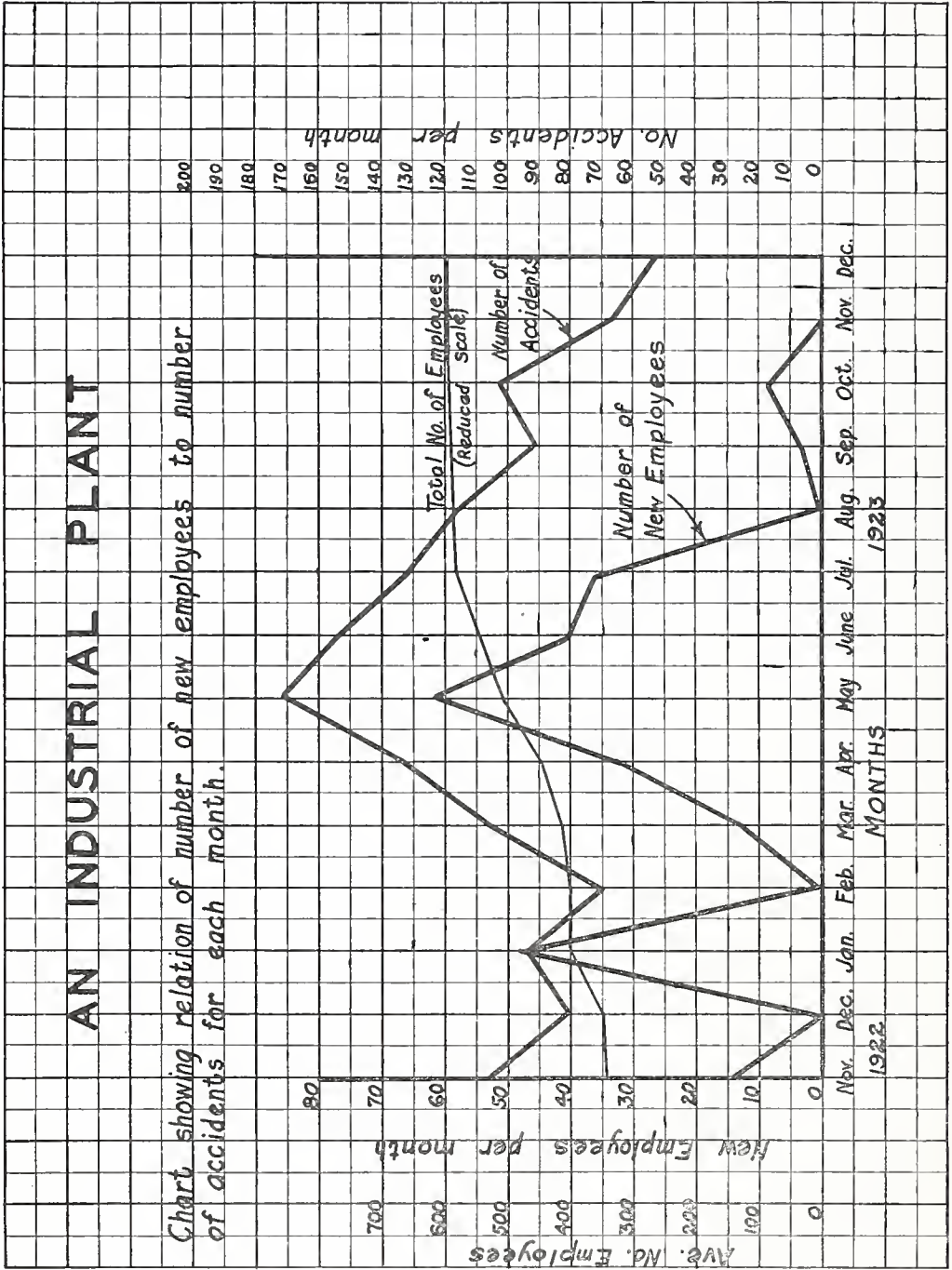


Fig. 1. Relationship of Accidents to New Employees.

REVISION OF RAILING AND TOE BOARD REGULATIONS

The Department, as a part of its campaign to insure that its safety regulations and those of the insurance companies are uniform, and also in order to keep pace with progress has revised its regulations pertaining to Railings, Toeboards, Platforms, and Runways. These regulations were approved by the Industrial Board at its meeting on September 23, 1925, and will be placed into effect as soon as they are distributed.

The principal features of the old regulations, such as minimum dimensions of pipe, angle iron or wooden railings, have been retained as they were uniform with the standards of insurance companies and of other states. The revision therefore takes the form of an enlargement to cover points not touched by the old regulations. For instance the new regulations give requirements for the methods of fastening railings to floors and platforms. This point is important as many well constructed railings have been found so insecurely fastened to the floor as to render them of little value.

Another new feature of the regulations is the requirements for hand rails on stairways. These provisions will standardize the method of installing such railings as well as to insure their erection where necessary. Numerous other points of minor importance are touched upon and it is suggested, that all persons who will be in anyway affected by the regulations, secure copies.

RELATION OF NUMBER OF ACCIDENTS TO NUMBER OF NEW EMPLOYES

BY DAVID VAN SCHAAK,
*Director, Bureau of Inspection and Accident Prevention,
Aetna Life Insurance Company,
Hartford, Connecticut*

An analysis of the accidents in many industrial plants considered with the number of new employes over a given period shows a close relationship between the number of new employes and the accident ratio, which we present in the accompanying chart. (Fig. 1).

A study of this chart will show the necessity of properly training new men in the safe operation of machinery and giving them a good idea of safe methods in general. A new employe, unless properly instructed, is more likely to be injured than an old employe.

A foreman should realize that by giving this early instruction he not only eliminates costly overhead, but greatly reduces human suffering.

**SCHEDULE OF REGULAR MEETINGS
COOPERATIVE REPRESENTATIVE COUNCILS
STATE EMPLOYMENT OFFICES
BUREAU OF EMPLOYMENT**

ALLENTOWN—Third Wednesday of the month, 2:00 P. M. (tentative)

ERIE—First Wednesday of the month, 11:00 A. M.

HARRISBURG—First Tuesday in April and October, 3:30 P. M.

JOHNSTOWN—Second Friday in May, August, November, and February, 2:00 P. M.

NEW CASTLE—Second Thursday in January, April, July, and October, 12:30 P. M.

OIL CITY—Second Thursday in October and April. 2:00 P. M.

PHILADELPHIA—Second Thursday of the month, 3:00 P. M.

PITTSBURGH—First Friday in January, April, July and October. 1:30 P. M.

READING—First Tuesday in April and September. 2:00 P. M.

SCRANTON—First Monday in March and October. 4:00 P. M.

WILLIAMSPORT—First Thursday in January and July. 4:00 P. M.

LANCASTER—Meetings of the Cooperative Representative Council are called as needed by the Executive Committee.

**IMPORTANT DECISION OF THE WORKMEN'S
COMPENSATION BOARD**

LUGI LUCCHI v. VALLEY MOULD AND IRON COMPANY, SHARPSVILLE, PA.

Employee totally disabled. Theoretically claimant is able to do light work, but as no such work is available, he is totally disabled for all practical purposes and has no earning capacity. Compensation for total disability is awarded until disability ceases or changes in extent.

OPINION BY COMMISSIONER HOUCK, AUGUST 11, 1925.

The claimant was injured while in the course of his employment on April 17, 1923; a block of steel, weighing about 12 tons, slipped on to his shoulder and slowly doubled him up. The result was a fracture of the twelfth dorsal vertebrae of the spinal column or, in other words, a broken back. A compensation agreement was executed; the defendant filed a petition to terminate, and the claimant having failed to appear for the hearing,

payments under the agreement were suspended as of July 30, 1924. On February 7, 1925, the claimant filed a petition to review the agreement, which in reality is a petition to reinstate, alleging that he is still totally disabled, and has been since the accident. The Referee to whom the petition was referred had a hearing and one physician testified that the claimant is totally disabled; the defendant's physician testified that he is not totally disabled. By agreement of the parties, the Referee then had the claimant examined by Dr. Schildecker, an impartial expert. His testimony was then taken and the Referee found that the claimant is now totally disabled and has been ever since the accident. He accordingly reinstated the agreement and directed that compensation payments be resumed as of July 30, 1924. The defendant appealed, contending that the claimant is only partially disabled.

The case involves only a question of fact. The testimony of the claimant's medical witness fully supports the Referee's findings of fact. However, the Referee's findings of fact follow Dr. Schildecker's testimony rather than Dr. Everson's. According to Dr. Schildecker, the surgical result is excellent considering the nature of the injury, but the claimant is now suffering from a psychic neurotic shock as a result of the accident. He is also very weak and nervous and has lost weight. Dr. Schildecker gave it as his opinion that light work, suitable to the claimant's condition, might prove beneficial to him. From all of Dr. Schildecker's testimony, it is apparent that the claimant has lost his competing ability as an industrial worker; he can not go out into the open market and compete with other men. The nature of the light work recommended by Dr. Schildecker would be work of the character of medical treatment instead of sending the claimant to a gymnasium to build himself up as he would do with a patient of a different type, he would put him at some light occupation in order to try the experience to ascertain whether the treatment would prove beneficial. The difficulty is that there is no such work obtainable. Theoretically, the claimant may be able to do some forms of light work, but for all practical purposes he is totally disabled and has no earning capacity. This is the conclusion reached by the Referee, and, in our opinion, it is fully warranted by the evidence in the case. The claimant has been totally disabled ever since the accident and he is entitled to compensation, within the limitations of the compensation act, until his disability ceases or changes in extent.

The findings of fact, conclusions of law and order of the Referee are affirmed, and the appeal is dismissed.

RULES FOR PRIVATE EMPLOYMENT AGENCIES

(Authorized by Section 8, Act No. 397, Pennsylvania Statutes. (1915)
P. L. 888)

1. The schedule of fees of each private employment agency, as filed with and approved by the Department of Labor and Industry, shall not be changed, unless with the approval of the Secretary of Labor and Industry.
2. Every agency shall use the receipt forms in accordance with the provisions of Section 12, P. S. (1915), P. L. (888).
3. Every agency shall give to every person a receipt as provided by law, whenever a fee is paid by him.
4. No registration fee, or other fee in lieu thereof, shall be charged or received by any private employment agency.
5. No employer or applicant shall be charged a fee more than that stated on the schedule of fees approved by the Secretary of Labor and Industry, which schedule shall be posted in the agency's office, in a conspicuous place where it may easily be seen.
6. No fee, money, or other valuable consideration, shall be accepted, or demanded, by the agency until the applicant has been referred in good faith to a position for which he has applied and for which the agency has an order from an employer.
7. The fee paid by the applicant shall be refunded in full, if the position to which he has been referred is not accepted by the applicant.
8. If an agency or an employer misrepresents in any way the wages, hours, or conditions of employment, in a position accepted by the applicant, the applicant is entitled to the refund of his fee in full from the agency. If the employer has been guilty of misrepresentation, the agency may recover from the employer the amount of the fee refunded by it to the applicant.
9. When a fee is to be deducted from the wage of the person sent to employment, the agency shall give that person a receipt for the entire amount to be deducted. This receipt shall be given when the person is sent to employment, and shall bear, stamped or written on its face, the following: "Fee to be deducted from the holder's pay."
10. A permanent position is one lasting four months or more.
11. A position is accepted when an applicant goes to work in the position or agrees in writing with the employer so to do.
12. The applicant shall not be considered at fault for refusing a position if he has not been notified by the agency in case of a strike, lockout or industrial dispute. Nothing in this rule shall be construed to relieve the

agency from complying with the provisions of Section 9, Act 397, 1915, P. L. 888 .

13. Every agency shall transact its business in the location designated on the license. All advertisements used by, or on behalf of, an agency shall carry no other name, address, or telephone number than that of the agency.

14. Agencies shall not solicit on the street, or in plants.

15. Agencies shall not solicit the employes of one establishment for employment in another.

16. Every agency advertising for employes shall have a *bona fide* order from an employer stating the number and the kind of men advertised for.

17. In every case when an employer requests references, the agency shall give the full name and address of each person cited as reference, together with the telephone number of his residence or office.

18. Every agency shall make a monthly report to the Department of Labor and Industry giving full details concerning every commissary it operates.

19. No agency shall book any nude dancer, immoral, lascivious, indecent, obscene performer or entertainer.

20. In all placements, where transportation is involved, there shall be a definite agreement concerning it in writing between the agency and the applicant, of which an authentic record must be kept in the office of the agency.

DEPARTMENTAL NOTES

Carl C. Beasor has resigned as Director of the Bureau of Statistics, effective October first, to become Chief Statistician of the Division of Safety and Hygiene of the Industrial Commission of Ohio, Columbus, Ohio.

William J. Maguire, of the Bureau of Rehabilitation, succeeds Mr. Beasor as Director of the Bureau of Statistics.

The office of Assistant Director of the Bureau of Statistics has been created, and Tolbert C. K. Smee has been appointed Assistant Director by Secretary Lansburgh.

The effective date of the Revised Industrial Home Work Regulations was changed from September 1, to October 1, 1925. The regulations require distributors of home work to be licensed and to furnish to the Department a list of the names of the home workers employed. All interested persons should secure copies of the necessary forms from the Department of Labor and Industry.

The following persons received commissions as boiler or elevator inspectors after successfully passing examinations held September 2, and 3 1925:

William J. Ferries, Boiler Inspector, Travelers Insurance Company.
 John J. Moore, Elevator Inspector, Commercial Casualty Company.
 Warren I. Scharadin, Elevator Inspector, Otis Elevator Company.
 Oliver Cromwell, Elevator Inspector, Elk Tanning Company.

Harry H. Rohrer, Stenographer to the Compensation Referee in the Lancaster District, has been appointed official stenographer to the Workmen's Compensation Board with headquarters in Harrisburg.

It is part of the program of the Bureau of Industrial Standards to have certain details of regulations illustrated by means of plates, and to visualize for the field inspectors the application of these regulations by prints, photographs, and drawings.

Mr. Charles L. Burd of Lancaster has been appointed Photographer and Draftsman of the Department, and will be engaged principally in work illustrating more completely the departmental regulations and instructions to inspectors.

In the list of names of the advisory committee on the paint spraying survey being conducted by the department, the name of Dr. A. C. Fieldner, Chief Chemist, United States Bureau of Mines, Pittsburgh, was inadvertently omitted.

CONFERENCE ON WOMEN IN INDUSTRY

A conference on Women in Industry, with men and women speakers of national prominence, will be held in the Hall of the House of Representatives, State Capitol, Harrisburg, Pa., beginning on the afternoon of December 8th and continuing through morning and afternoon sessions on December 9, 1925.

This announcement is to extend an invitation to attend this conference which will be held under the auspices of the recently organized Section of Women in Industry, of the Department of Labor and Industry, of which Miss Charlotte E. Carr is Chief.

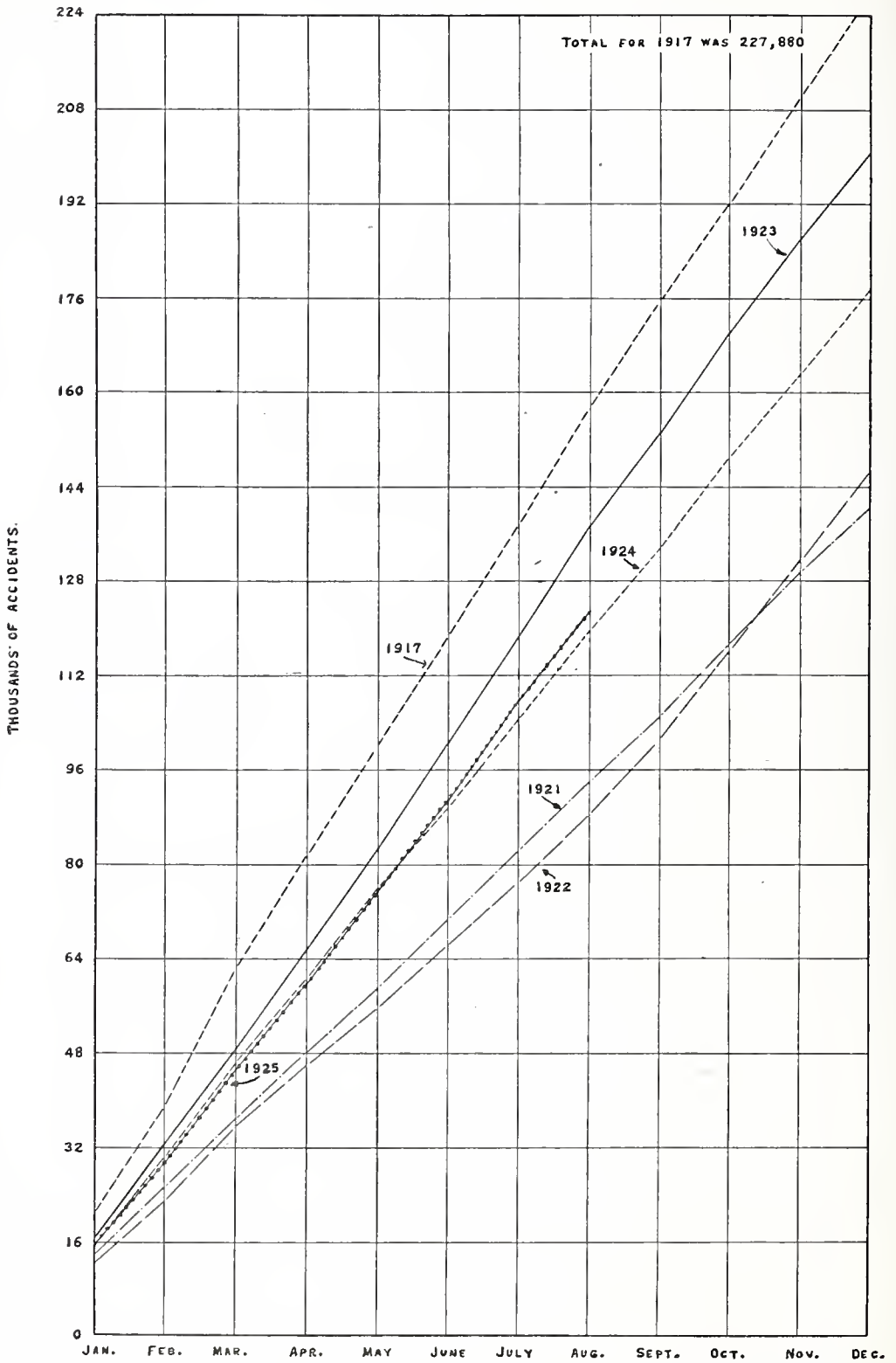
Occupational opportunities, industrial standards of employment and health factors for women are the principal topics to be discussed at this conference.

It is requested that this announcement be considered as a general invitation to attend the conference and it will be appreciated if notice be sent to the Department of Labor and Industry, Harrisburg, Pa. of intention to attend and participate in the discussions.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

Month	1921			1922			1923			1924			1925		
	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total
January	196 196	13,776 13,776	13,972 13,972	152 152	11,951 11,951	12,103 12,103	223 223	16,710 16,710	16,933 16,933	233 233	15,280 15,280	15,513 15,513	201 201	15,339 15,339	15,540 15,540
February	155 351	11,105 24,881	11,260 25,232	171 323	10,580 22,531	10,751 22,854	221 444	15,276 31,986	15,497 32,430	181 414	14,812 30,092	14,993 30,506	171 372	14,208 29,547	14,379 29,919
March	172 523	11,563 36,444	11,735 36,967	172 495	12,582 35,113	12,754 35,608	222 666	15,653 47,639	15,875 48,305	212 656	15,989 46,081	16,201 46,707	159 531	15,517 45,964	15,676 45,595
April	133 656	10,757 47,201	10,890 47,857	104 599	10,185 45,298	10,289 45,897	196 862	16,689 64,328	16,885 65,190	151 777	13,931 60,012	14,082 60,789	181 712	14,251 59,015	14,432 60,927
May	166 822	10,877 58,078	11,043 58,900	116 715	9,572 54,870	9,688 55,585	226 1,088	17,384 81,712	17,610 82,800	157 934	13,940 73,952	14,097 74,886	170 882	14,523 73,838	14,693 74,720
June	148 970	11,487 69,565	11,635 70,535	140 855	10,532 65,402	10,672 66,237	188 1,276	17,433 99,145	17,621 100,421	175 1,109	14,324 88,276	14,499 89,385	197 1,079	15,656 89,494	15,853 90,573
July	160 1,130	11,196 80,761	11,356 81,891	124 979	10,263 75,665	10,387 76,644	221 1,497	17,749 116,894	17,970 118,391	185 1,294	14,917 103,193	15,102 104,487	182 1,261	16,440 105,934	16,622 107,195
August	145 1,275	11,454 92,215	11,599 93,490	117 1,096	11,871 87,536	11,988 88,632	216 1,713	18,452 135,346	18,668 137,059	187 1,487	14,661 117,854	14,848 119,335	192 1,453	15,141 121,075	15,333 122,528
September	164 1,439	11,241 103,456	11,405 104,895	138 1,234	12,307 99,843	12,445 101,077	173 1,886	15,504 150,850	15,677 152,736	167 1,618	14,230 132,084	14,397 133,732	....	....	....
October	186 1,625	12,300 115,756	12,486 117,381	201 1,435	14,912 114,755	15,113 116,190	207 2,093	17,380 168,230	17,587 170,323	180 1,828	15,839 147,923	16,019 149,751	....	....	....
November	154 1,779	11,665 127,421	11,819 129,200	260 1,695	14,824 129,579	15,084 131,274	163 2,256	15,532 183,762	15,695 186,018	194 2,022	13,389 161,312	13,583 163,334	....	....	....
December	145	10,852	10,997	195	14,786	14,981	156	14,261	14,417	187	14,018	14,205	....	....	....
Totals	1,924	138,273	140,197	1,890	144,365	146,255	2,412	198,023	200,435	2,209	175,330	177,539	....	....	....

NOTE :—The figures in italics represent the cumulative totals by month under each classification.



**Comparative Industrial Accident Trends Through Successive Months
By Separate Years.**

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg:Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund.

BRANCH OFFICES

Allentown:Cooperative State Employment Office,
Y. M. C. A. Building.
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona:Cooperative State Employment Office,
Post Office Building.
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.

Dubois:Bureau of Rehabilitation,
311 Deposit National Bank Building.

Erie:State Employment Office,
109 West Ninth Street.

Franklin:State Workmen's Insurance Fund,
316 Franklin Trust Building.

Greensburg:State Workmen's Insurance Fund,
309 Coulter Building.

Harrisburg:State Employment Office,
Second and Chestnut Streets.

Johnstown:State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane:Bureau of Workmen's Compensation,
Kane Trust and Savings Building.

Lancaster:Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Woolworth Building.

- Meadville:Bureau of Inspection,
Masonic Building.
- New Castle:Cooperative State Employment Office,
Y. M. C. A., West Washington Street.
- Oil City:Cooperative State Employment Office,
Y. M. C. A. Building.
- Philadelphia:State Employment Office,
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Board,
Manhattan Building, Fourth and Walnut Streets.
State Employment Office for Women,
1504 Locust Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.
- Pittsburgh:Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Fulton Building.
State Employment Office (Main Office),
416 Third Avenue.
State Employment Office for Women,
409 McCance Building, 305 Seventh Avenue.
State Employment Office (negro section),
518 Wylie Avenue.
State Workmen's Insurance Fund,
401 Park Building.
- Pottsville:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.
- Reading:State Employment Office,
108 North Fifth Street.
- Scranton:State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund,
Union National Bank Building.
- Sunbury:State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.
- Wilkes-Barre:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Coal Exchange Building.
- Williamsport:Bureau of Inspection,
707 First National Bank Building.
Bureau of Workmen's Compensation,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building.
343 West Fourth Street.
- York:Bureau of Workmen's Compensation,
Central National Bank Building.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
STATISTICAL REVIEW OF INDUSTRIAL CONDITIONS

EMPLOYMENT

Male workers of all classes, with the exception of those engaged in building trades, were in considerable demand by employers during September, 1925, calls for 7,011 having been recorded. The largest demand was for common labor, there being 3,561 calls for workers of this class, an increase of 93.7 per cent over 1924. Five hundred fifty-eight calls for employes in the building trades indicate a decline of 20.5 per cent. Out of 10,009 men applying for work during the month, 7,325 were sent to positions by the State employment offices and 6,414 or 87.6 per cent of those sent were accepted by employers.

Calls for female employes increased during September, the demand being greater during September than in either of the three preceding months. Professional and trained women continue to be greatly in demand. The approaching Christmas shopping season is forecast by the calls and the acceptances of saleswomen, these having increased 53.5 per cent and 123.9 per cent respectively. Likewise, the house-cleaning season was evidenced by increased employment of day workers. During September, 3,407 women were asked for by employers, 2,410 were sent to positions and 2,013 received employment.

Increases in employment in 27 of 43 industries are shown by reports from 875 plants, comprising 43 different industries. The largest percentages of increase were made in electrical machinery and apparatus, in leather tanning, in iron and steel blast furnaces, and in the confectionery and ice cream industry. The net change in employment for all reporting plants in September was 1.3 per cent more than in August, 1925. Most plants manufacturing electrical machinery and apparatus are working full time and report increased business. One plant resumed normal operation after a protracted layoff. Several establishments in the leather-tanning industry report a resumption of operations after complete and partial shut-downs. Iron and steel blast furnaces show an increase of 7 per cent of wage earners, 3.3 per cent in the total weekly wages and a decrease of 3.4 per cent in average weekly wages.

The varying decreases in total weekly wages and in average weekly earnings were caused principally by loss in working time due to the Labor-Day holiday which seemed, with few exceptions, to have been generally observed throughout the industries.

BUILDING PERMITS

Building permits, numbering 3,364, were issued in 18 representative cities of the State during September, 1925. This is 265 less than the number issued in September, 1924. But even with this decrease in the number of permits, the estimated cost of construction in September, 1925, exceeds the same month of 1924 by \$4,318,906, an increase of 27.9 per cent. This gain is due largely to decided increases in the cities of Allentown, Erie, Pittsburgh, and Philadelphia. Gains in the cities of Easton, Harrisburg, McKeesport, and Reading are also reported.

The 166 per cent increase shown by Erie is accounted for by permits issued for the construction of public buildings, including a school house to cost \$612,000. A permit for the erection of a church to cost \$140,000 was reported by New Castle.

Ten of the 18 cities report gains over September, 1924, while 8 cities report decreases varying in amounts from \$10,570 in Williamsport to \$433,275 in Bethlehem. The estimated cost of prospective building in 18 Pennsylvania cities for the first 9 months in 1925 amounted to \$223,423,063, representing an increase of \$39,219,841 or a 21.2 per cent gain when compared with \$184,203,222 for the first 9 months of 1924.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS

The Bureau of Workmen's Compensation during the month of September, 1925, received reports of 146 fatal industrial accidents which is 46 less than in August, 1925. The total for the 9 months of 1925 is 1,599. This is the smallest number of fatal accidents reported during any one of the past 12 months. The marked decrease is attributable largely to the non-operation of the anthracite mines. During the first month of the "suspension" in 1923, there were 173 fatal accidents reported or 43 less than were reported in August, 1923.

Transportation and public utilities reported 19 fatalities during September, 6 less than in August. The anthracite industry reported 12 fatalities in September, 1925, and 59 in August. Thirty-four accidental deaths are shown by the reports from the bituminous industry in September and 32 in August. Changes in reports of fatal accidents for other classes of industry in September from August, 1925, are as follows: Manufacturing increased 1, construction increased 4, commercial decreased 1, quarries increased 1 and state and municipal decreased 4.

During the month of September, compensation amounting to \$336,080 was awarded in fatal cases and in permanent disability cases \$181,472. Compensation paid in temporary disability cases amounted to \$326,646, which makes the total amount of compensation incurred for the month of September, \$844,198 and brings the amount incurred for the 9 months of 1925 to \$9,663,348.

Meadvil

New Ca

Oil City

Philadel

Pittsbur

Pottsvil

Reading

Scranto

Sunbur

Wilkes

Williar

York:

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

ACTIVITIES OF STATE EMPLOYMENT OFFICES
SEPTEMBER, 1925 (5 weeks) SEPTEMBER, 1924 (4 weeks)

MEN

WOMEN

Persons ap- plying for positions	Persons ask- ed for by employers				Persons receiving positions				Persons sent to positions				Persons receiving positions			
	1925				1924				1925				1925			
	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924
Agriculture.....	238	188	241	184	217	165	192	148	137	104	139	28	125	39	128	28
Building Trades.....	936	992	558	702	612	762	503	625	633	430	249	119	224	176	224	96
Machinery & Metals.....	1,251	886	781	485	859	588	715	485	73	70	35	6	28	3	28	3
Clerical.....	459	286	158	96	176	111	147	96	1,222	927	733	498	731	498	731	498
Hotel & Inst'ns.....	999	864	483	364	540	409	465	350	304	378	455	420	186	241	186	207
Mine & Quarry.....	182	46	226	40	149	17	127	17	390	809	522	344	432	347	432	273
Transportation.....	409	260	162	109	194	107	136	90	179	142	154	52	100	54	100	41
Printing and Publishing.....	218	107	164	132	110	73	84	56	255	167	80	14	67	19	67	12
Sales.....	4,360	2,655	3,561	1,838	3,768	1,948	3,422	1,763	280	190	132	76	103	57	103	41
Miscellaneous.....	957	681	677	399	700	448	628	843	144	190	31	21	17	26	17	19
Total.....	10,009	6,965	7,011	4,349	7,325	4,628	6,414	4,014	4,130	3,407	2,530	1,581	2,013	1,460	2,013	1,218
Retentions.....							5	18					0			3
Aug. (4 weeks).....	7,632		4,688		5,023	4,304			3,039		1,513		1,162		1,162	
July (4 weeks).....	7,682		4,909		5,104	4,393			3,173		1,391		1,383		1,383	
June (5 weeks).....	10,724		7,279		7,680	6,663			4,068		1,961		1,510		1,510	
September '23 (4 wks) September '22 (5 wks)	14,164 21,129			12,884 23,701	10,508 17,326		9,715 15,769			2,939 4,453		2,904 3,714		1,838 2,678		1,619 2,419

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Report- ing	Number of Wage Earners— Week Ended			Total Weekly Wages— Week Ended			Average Weekly Earnings— Week Ended		
		Sept. 15, 1925			Sept. 15, 1925			Sept. 15, 1925		
		Sept. 15, 1925	Aug. 15, 1925	Per Cent Change	Sept. 15, 1925	Aug. 15, 1925	Per Cent Change	Sept. 15, 1925	Aug. 15, 1925	Per Cent Change
ALL INDUSTRIES (43).....	875	289,063	285,259	+1.3	\$7,046,887	\$7,133,901	-1.2	\$24.38	\$25.01	-2.5
METAL MANUFACTURES:	304	117,292	145,576	+1.2	3,858,283	3,863,714	-0.1	26.19	26.54	-1.4
Automobiles, bodies, and parts.....	21	10,335	9,920	+4.2	307,540	277,348	+10.9	29.76	27.96	+6.4
Car construction and repair.....	18	16,249	17,440	-6.8	441,383	448,585	-1.6	27.16	25.74	+5.5
Electrical machinery and apparatus.....	18	8,465	7,756	+9.1	175,916	173,549	+1.4	20.78	22.38	-7.1
Engines, machines, and machine tools.....	40	10,067	10,172	-1.0	263,695	287,260	-8.2	26.19	28.24	-7.3
Foundries and machine shops.....	60	9,518	9,466	+0.5	243,161	255,762	-4.9	25.55	27.02	-5.4
Heating appliances and apparatus.....	17	4,257	4,130	+3.1	112,930	112,190	+0.4	26.53	27.24	-2.6
Iron and steel blast furnaces.....	14	12,347	11,543	+7.0	326,690	316,129	+3.3	26.46	27.39	-3.4
Iron and steel forgings.....	13	3,851	3,714	+3.7	80,865	77,367	+4.5	21.00	20.83	+0.8
Steel works and rolling mills.....	40	40,323	39,550	+2.0	1,070,550	1,049,727	+2.1	26.55	26.54	+0.0
Structural iron works.....	16	4,877	4,846	+0.6	133,203	133,337	-0.1	27.31	27.51	-0.7
Miscellaneous iron and steel products.....	27	19,948	19,888	+0.3	530,361	511,390	-2.0	26.59	27.22	-2.3
Shipbuilding.....	3	4,216	4,216	-2.4	101,977	117,785	-13.4	24.79	27.94	-11.3
Hardware.....	8	1,887	1,930	-2.2	44,049	47,139	-6.6	23.34	24.42	-4.4
Non-ferrous metals.....	9	1,054	1,015	+3.8	25,960	25,846	+0.4	24.63	25.46	-3.3
TENTILE PRODUCTS:	185	59,013	58,587	+0.7	1,196,131	1,278,376	-6.4	20.27	21.82	-7.1
Carpets and rugs.....	12	2,819	2,952	-4.5	62,583	76,546	-18.2	22.20	25.93	-14.4
Clothing.....	34	5,134	5,180	-0.9	92,563	96,808	-4.4	18.03	18.69	-3.5
Hats, felt and other.....	6	4,375	4,423	-1.1	114,896	118,324	-2.9	26.26	26.75	-1.8
Cotton goods.....	17	4,875	4,929	-1.1	100,992	115,624	-12.7	20.72	23.46	-11.7
Silk goods.....	48	20,470	20,268	+1.0	386,057	398,552	-3.1	18.86	19.66	-4.1
Woolens and worsteds.....	16	6,320	5,980	+5.7	121,346	126,303	-3.9	19.20	21.12	-9.1
Knit goods and hosiery.....	41	13,304	13,211	+0.7	277,875	304,427	-8.7	20.89	23.04	-9.3
Dyeing and finishing textiles.....	11	1,716	1,644	+4.4	39,819	41,792	-4.7	23.20	25.42	-8.7
FOODS AND TOBACCO:	112	23,944	23,377	+2.4	470,407	468,059	+0.5	19.65	20.02	-1.8
Bakeries.....	35	4,197	4,242	-1.1	122,019	122,668	-0.5	29.07	28.92	+0.5
Confectionery and ice cream.....	25	6,105	5,741	+6.3	123,338	119,234	+3.4	20.20	20.77	-2.7
Slaughtering and meat packing.....	14	2,053	2,051	+0.1	56,467	55,347	+2.0	27.50	26.99	+1.9
Cigars and tobacco.....	38	11,589	11,343	+2.2	168,583	170,810	-1.3	14.55	15.06	-3.4
BUILDING MATERIALS:	72	20,967	20,397	+2.8	590,255	591,938	-0.3	28.15	29.02	-3.0
Brick, tile, and terra cotta products.....	29	4,145	4,059	+2.1	97,051	97,655	-0.6	23.41	24.06	-2.7
Cement.....	14	7,657	7,633	+0.3	239,194	242,438	-1.3	31.24	31.76	-1.6
Glass.....	25	8,323	7,867	+5.8	230,777	227,719	+1.3	27.73	28.95	-4.2
Pottery.....	4	842	838	+0.5	23,233	24,126	-3.7	27.59	28.79	-4.2
CHEMICALS AND ALLIED PRODUCTS:	40	9,158	8,787	+4.2	260,028	250,543	+3.8	28.39	28.51	-0.4
Chemicals and drugs.....	23	1,425	1,393	+2.3	37,780	37,119	+1.8	26.51	26.65	-0.5
Explosives.....	3	413	435	-5.1	11,073	11,593	-4.5	26.81	26.65	+0.6
Paints and varnishes.....	9	844	858	-1.6	22,557	25,115	-10.2	26.73	29.27	-8.7
Petroleum refining.....	5	6,476	6,101	+6.1	188,618	176,716	+6.7	29.13	28.97	+0.6
MISCELLANEOUS INDUSTRIES:	162	28,689	28,535	+0.5	671,783	681,271	-1.4	23.42	23.87	-1.9
Lumber and planing mill products.....	28	4,807	4,807	-1.6	97,721	98,978	-1.3	20.65	20.59	+0.3
Furniture.....	21	2,636	2,522	+4.5	62,606	59,278	+5.6	23.75	23.50	+1.1
Leather tanning.....	19	5,784	5,363	+7.9	139,702	137,483	+1.6	24.15	25.64	-5.8
Leather products.....	9	467	445	+4.9	9,054	9,118	-0.7	19.49	10.49	-5.4
Boots and shoes.....	24	4,126	4,318	-4.4	73,475	81,549	-9.9	17.81	18.89	-5.7
Paper and pulp products.....	19	5,030	5,075	-0.9	121,193	124,419	-2.6	24.09	24.52	-1.8
Printing and publishing.....	36	3,663	3,690	-0.7	117,031	114,511	+2.2	31.30	31.95	-2.1
Rubber tires and goods.....	3	957	1,001	-4.4	23,284	27,528	-15.4	24.33	27.50	-11.5
Novelties and jewelry.....	3	1,294	1,314	-1.5	27,717	28,407	-2.4	21.42	21.62	-0.9

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS.

BUILDING PERMITS ISSUED IN CITIES IN PENNSYLVANIA
DURING THE MONTH OF SEPTEMBER

Cities	1925			1924			January to September Inclusive, 1925			January to September Inclusive, 1924		
	Permits	Opera-tions	Estimated Cost	Permits	Opera-tions	Estimated Cost	Permits	Estimated Cost	Permits	Estimated Cost	Permits	Estimated Cost
Allentown.....	96	138	986,325	97	144	591,900	764	5,513,885	858	4,088,690		
Altoona.....	136	138	157,953	202	204	169,218	1,476	2,553,247	1,737	2,894,254		
Bethlehem.....	57	57	247,510	60	60	680,785	446	3,201,410	418	2,165,427		
Bradford.....	18	18	14,475	29	29	50,330	322	565,860	236	541,568		
Easton.....	30	30	144,300	38	38	90,329	317	2,137,716	373	1,726,287		
Erie.....	154	154	1,260,755	215	215	473,756	1,822	7,343,087	1,684	4,418,590		
Harrisburg.....	75	92	407,500	96	147	326,640	678	3,870,196	746	3,445,315		
Lancaster.....	70	71	509,900	33	37	693,400	676	3,349,096	766	3,975,350		
McKeesport.....	96	96	349,175	98	98	156,950	905	2,856,969	669	2,035,648		
Meadville**.....	4	4	14,000	.....	.....	.....	125	776,370	.....	.....
New Castle**.....	96	96	290,630	157	157	563,395	941	1,967,035	.....	.....
Philadelphia.....	1,189	1,736	9,592,390	1,221	1,969	8,665,805	11,226	136,321,345	12,354	115,444,115		
Pittsburgh.....	749	749*	4,523,937	744	744*	1,985,234	6,692*	34,378,419	6,427*	25,814,334		
Reading.....	206	230	595,200	249	261	353,850	1,986	5,554,394	2,336	4,606,172		
Scranton.....	161	161	252,049	144	144	365,630	1,402	5,659,361	1,452	4,053,928		
Uniontown.....	19	19	85,000	18	18	50,510	155	1,368,216	244	2,165,540		
Warren.....	7	7	13,200	12	12	84,350	124	689,133	105	528,083		
Wilkesbarre.....	143	143	382,598	140	140	358,849	1,199	3,514,497	1,267	3,314,130		
Williamsport.....	76	76	86,736	89	89	97,306	772	1,910,821	864	1,027,373		
York.....	82	82	191,317	144	144	296,572	1,003	2,634,481	1,485	1,958,418		
Total.....	3,364	3,997	19,800,320	3,629	4,493	15,491,414	31,965	223,423,063	34,021	184,270,222		

*Operations not given.
**Not included in totals for comparative purposes.

NEW BUILDINGS, ALTERATIONS AND REPAIRS IN CITIES IN PENNSYLVANIA
FOR THE MONTH OF SEPTEMBER

Cities	1925						1924					
	New Buildings			Alterations, Repairs, etc.			New Buildings			Alterations, Repairs, Etc.		
	Per-mits	Opera-tions	Estimated Cost	Per-mits	Opera-tions	Estimated Cost	Per-mits	Opera-tions	Estimated Cost	Per-mits	Opera-tions	Estimated Cost
Allentown.....	68	110	947,425	28	28	38,900	64	110	536,750	33	34	55,150
Altoona.....	59	61	119,835	77	77	38,118	88	90	136,575	114	114	32,643
Bradford.....	11	11	12,025	7	7	2,450	29	29	50,330	.....	.....	.....
Easton.....	14	14	39,800	16	16	104,500	.....	.....	.....	.....	.....	.....
Erie.....	102	102	1,181,700	52	52	79,055	148	148	311,696	67	67	162,060
Harrisburg.....	58	75	378,850	17	17	28,650	79	125	316,580	17	22	10,060
Lancaster.....	39	40	489,450	31	31	20,450	26	30	690,250	7	7	3,150
McKeesport.....	73	73	340,200	23	23	8,975	77	77	136,025	21	21	20,925
Meadville.....	3	3	10,000	1	1	4,000	.....	.....	.....	.....	.....	.....
New Castle.....	69	69	272,500	27	27	18,130	135	135	550,680	22	22	12,715
Philadelphia.....	411	920	8,352,460	778	816	1,259,930	758	1,496	8,208,415	463	473	457,390
Pittsburgh.....	539	539*	4,315,397	210	210*	208,540	544	544*	1,809,135	200	200*	176,099
Reading.....	64	88	525,550	142	142	69,650	72	72	276,575	189	189	77,275
Uniontown**.....	19	19	85,000	.....	.....	.....	18	18	50,510	.....	.....	.....
Warren.....	2	2	9,000	5	5	4,200	7	7	77,000	5	5	7,350
Wilkesbarre.....	67	67	312,847	76	76	69,751	60	60	280,270	80	80	78,579
Williamsport.....	41	41	70,420	35	35	16,316	39	39	88,675	50	50	8,631
York.....	37	37	182,515	45	45	8,802	66	66	251,705	78	78	44,867

*Operations not given.
**No permits required for alterations or repairs unless outside walls or roofs are changed.

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED

AGREEMENTS APPROVED

1925		1925		1925		1925		1925		1925	
Fatal	Permanent Disability	Temporary Disability	Total	Fatal	Permanent Disability	Temporary Disability	Total	Fatal	Permanent Disability	Temporary Disability	Total
January.....	201	152	15,187	15,540	January.....	283	267	6,599	7,149		
February.....	171	127	14,081	14,379	February.....	157	250	5,833	6,240		
March.....	159	132	15,385	15,676	March.....	138	261	7,014	7,416		
April.....	181	127	14,124	14,132	April.....	195	320	6,287	6,802		
May.....	170	130	14,393	14,693	May.....	175	283	7,473	7,931		
June.....	197	160	15,406	15,853	June.....	140	295	6,581	7,016		
July.....	182	158	16,282	16,622	July.....	164	263	5,950	6,377		
August.....	192	134	15,007	15,333	August.....	143	285	5,914	6,342		
September.....	146	111	11,317	11,574	September.....	121	219	5,626	5,966		
Total.....	1,599	1,231	131,272	137,102	Total.....	1,516	2,446	57,277	61,239		
1924				1924				1924			
October.....	180	118	15,721	16,019	October.....	160	291	5,980	6,431		
November.....	194	106	13,283	13,583	November.....	109	239	6,546	6,894		
December.....	187	132	13,886	14,205	December.....	155	285	6,039	6,479		
*Grand Total	24,276	7,261	1,765,854	1,797,391	*Grand Total	19,480	15,997	638,364	673,841		

COMPENSATION AWARDED AND PAID

1925	Fatal Comp. Awarded	Fatal Comp. Paid	Disability Comp. Paid	Total Comp. Paid
January.....	\$ 641,085	\$ 331,574	\$ 680,555	\$ 1,012,129
February.....	437,462	243,520	551,749	795,269
March.....	440,868	243,656	670,200	913,856
April.....	544,427	303,905	521,024	824,929
May.....	536,570	289,804	723,059	1,012,863
June.....	358,888	229,889	730,810	960,699
July.....	485,980	396,042	568,190	964,232
August.....	417,352	240,371	539,399	779,770
September.....	336,080	241,288	665,306	906,594
Total.....	\$ 4,198,712	\$ 2,520,049	\$ 5,650,292	\$ 8,170,341
1924				
October.....	\$ 460,194	\$ 322,568	\$ 525,484	\$ 848,052
November.....	350,987	286,052	533,521	819,573
December.....	415,996	263,122	606,408	869,530
*Grand Total.....	\$53,176,375	\$20,897,126	\$47,327,381	\$68,224,507

NOTE:—The above table presents changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such correction necessary.

**PERMANENT INJURIES

1925		Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	
January.....	9	\$ 16,873	6	\$ 14,900	18	\$ 36,217	11	\$ 19,282	52	\$ 78,205	
February.....	7	16,624	4	10,244	14	25,831	14	23,480	39	57,197	
March.....	10	23,357	5	11,172	13	26,601	13	23,389	36	53,591	
April.....	15	35,660	9	22,554	21	42,900	9	15,480	54	80,393	
May.....	2	4,386	6	14,458	16	32,124	15	26,668	43	63,466	
June.....	7	17,342	8	18,060	21	40,110	21	38,727	51	81,434	
July.....	10	25,538	3	7,740	10	20,535	11	19,337	40	60,635	
August.....	6	14,678	8	20,345	17	35,458	16	29,868	41	60,748	
September.....	8	20,640	3	7,406	6	11,990	12	21,578	40	59,116	
Total.....	74	\$ 175,098	52	\$ 126,879	136	\$ 271,766	122	\$ 218,809	396	\$ 594,785	
1924											
October.....	11	26,639	4	10,030	11	23,100	12	20,457	47	72,000	
November.....	7	17,750	6	15,480	17	32,187	11	20,900	61	92,031	
December.....	11	23,344	11	27,500	25	51,193	13	24,400	59	90,580	
*Grand Total.....	1,049	\$2,046,279	727	\$1,567,490	2,355	\$4,173,884	1,324	\$2,124,271	5,743	\$7,805,446	

PERMANENT INJURIES—(Continued)

1925		Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
		No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Paid
		105	\$ 33,541	99	\$ 18,266	4	\$ 19,332		
January.....		116	37,485	92	17,451	8	20,426	236,616	\$ 278,870
February.....		132	43,841	100	18,782	8	21,134	209,738	233,682
March.....		150	48,094	116	21,274	4	3,620	221,867	280,480
April.....		124	43,460	117	20,200	5	7,432	270,875	144,925
May.....		110	38,212	102	18,412	19	47,756	212,194	274,558
June.....		116	39,225	120	22,715	14	21,830	300,053	335,947
July.....		112	38,778	115	22,493	12	26,476	217,555	202,708
August.....		112	36,108	81	16,086	7	8,548	248,844	196,414
September.....								181,472	338,660
Total.....		1,077	\$ 359,644	942	\$175,679	81	\$ 176,554	\$ 2,009,214	\$ 2,286,244
1924		116	41,254	132	25,498	5	22,025	241,003	203,957
October.....		109	36,189	74	15,162	2	5,560	235,259	178,693
November.....		104	38,231	105	17,999	3	9,922	283,169	270,888
December.....									
*Grand Total.....		3,328	\$1,134,336	2,810	\$526,701	347	\$1,105,109	\$20,483,516	\$15,383,078

*Since the inception of the Act—January 1, 1916.

**Multiple losses separated respectively.

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

*Days Lost from Accidents Reported to the Bureau of Workmen's Compensation January to September Inclusive 1925

CAUSE	Building and Contracting.	Chemicals and Allied Products.	Clay, Glass and Stone Products.	Clothing Manufacture.	Food and Kindred Products	Leather, Rubber and Composition Goods.	Liquors and Beverages.	Lumber and its Remanufacture.	Paper and Printing Industries.	Textiles.	Laundries.	Metals and Metal Products.	COAL MINES		Transportation and Public Utilities.	Quarries and Mines Other Than Coal.	Tobacco and Its Products.	Miscellaneous Industries.	Hotels and Restaurants.	Mercantile Establishments.	Jobbers and Warehouses.	Municipalities.	Total.
													Anthracite.	Bituminous.									
Machinery	44,289	3,148	33,643	9,674	34,458	19,234	879	91,197	25,937	45,321	826	396,118	30,079	60,192	10,095	20,520	1,900	12,016	4,938	13,388	981	17,299	876,162
Boilers	68	6,083	30	15	55	.....	.....	21	82	.....	12	12,215	6,043	1,810	330	27	12	46	42	.....	.....	22	26,913
Pumps, Compressors & Prime Movers ...	22,069	12,882	471	.....	6,525	6,027	60	851	6,054	32	.....	11,208	7,582	6,828	6,588	4,658	.....	257	14	6,040	8	246	98,400
Transmission	6,760	12,502	6,271	92	6,144	6,347	.....	132	6,283	235	.....	25,361	9,456	339	823	13,378	.....	85	.....	44	.....	22	94,274
Elevators	13,740	6,210	526	6,355	13,105	339	6,048	13,441	373	21,575	23	31,720	11,694	30,270	6,611	12,062	6,211	6,865	6,390	6,832	421	105	203,946
Cranes & Derricks	87,741	8,694	12,727	36	7,003	138	18	219	144	6,094	.....	246,720	13,061	9,420	19,896	19,661	300	251	3	220	186	6,241	438,783
Cars & Engines	88,807	19,265	41,897	19	6,600	123	83	7,928	438	120	.....	240,889	550,110	483,260	\$18,214	31,887	6,017	6,594	24	891	340	12,822	2,316,328
Motor Vehicles	90,527	18,780	732	6,241	7,951	156	86	6,512	661	570	52	58,455	6,455	912	288,218	7,100	29	44,116	6,250	16,316	13,699	105,070	678,888
Horse Vehicles	7,642	522	495	3	374	10	3	13,867	28	78	12	266	6,540	519	61,602	255	.....	1,490	13	667	68	20,150	114,604
Hand Trucks	3,657	721	4,592	163	7,249	695	49	1,146	7,297	964	71	41,126	383	513	7,959	390	147	557	105	781	6,815	205	85,616
Water Craft	12,477	55	.....	.....	.....	.....	.....	.....	6,000	.....	.....	6,076	5	184	6,170	29	.....	.....	.....	14	.....	11	31,021
Handling Objects	65,634	20,816	28,342	8,661	16,316	5,264	6,738	17,104	10,587	17,942	321	211,428	71,424	52,863	45,830	4,990	574	13,839	9,311	16,919	16,148	12,790	654,044
Hand Tools	46,030	2,524	5,409	1,230	9,753	1,103	97	12,736	2,120	1,924	69	70,631	26,014	36,364	29,074	8,961	127	4,160	1,436	5,834	12,732	5,509	283,237
Electricity	60,903	12,045	6,286	72	6,057	115	15	21	134	198	.....	91,919	61,238	7,266	181,763	75	.....	110	14	80	6	18,031	446,108
Explosives & Explosions	15,055	24,624	6,239	26	6,134	52	1,843	22	34	10,767	.....	37,833	669,992	87,627	12,487	13,531	.....	12,552	6,178	165	6,111	18,391	899,693
Hot & Corrosive Substances	44,453	14,634	20,208	451	2,390	891	185	460	8,867	7,591	119	120,455	20,516	7,925	12,239	366	48	7,844	7,989	7,261	202	49,576	225,100
Falling Objects	183,231	19,570	28,191	535	14,006	2,463	98	27,643	1,270	7,130	53	145,202	63,111	14,415	24,130	11,014	57	7,873	323	2,224	823	19,937	573,602
Falling Objects (Mines & Quarries)	156	.....	13,016	.....	.....	.....	.....	.....	.....	.....	.....	21	1,235,638	1,100,236	6,000	31,923	.....	.....	.....	.....	.....	96	2,387,119
Fall of Persons	370,973	17,216	60,593	8,278	12,376	13,630	18,595	16,391	2,943	16,719	6,325	197,400	169,685	33,568	141,657	13,744	488	65,592	9,528	40,285	8,297	43,676	1,207,959
Stepping upon or Striking Against Objects	31,792	1,223	10,771	1,149	3,251	861	80	13,321	7,533	2,527	220	30,259	37,429	13,073	6,608	678	270	2,461	1,034	10,369	906	1,699	177,511
Miscellaneous Causes	163,581	19,129	26,596	143	1,680	6,257	108	1,013	6,534	12,816	88	97,345	52,351	37,831	68,710	645	7	22,529	220	7,821	251	69,857	535,324
Total	1,329,291	220,673	397,365	43,446	161,427	63,705	34,985	224,025	93,319	155,603	8,221	2,072,780	2,928,803	1,981,945	1,755,004	195,894	16,187	209,237	53,821	136,152	67,994	401,755	12,464,632

*WEIGHTED ACCORDING TO THE SCALE OF TIME LOSSES FOR WEIGHING INDUSTRIAL ACCIDENT DISABILITIES RECOMMENDED BY THE INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS.

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

Accidents Reported to the Bureau of Workmen's Compensation, During January to September Inclusive 1925

CAUSE	Building and Contracting.		Chemicals and Allied Products.		Clay, Glass and Stone Products.		Clothing Manufacture.		Food and Kindred Products		Leather, Rubber and Composition Goods.		Liquors and Beverages.		Lumber and its Remanufacture.		Paper and Printing Industries.		Textiles.		Laundries.		Metals and Metal Products.		COAL MINES		Transportation and Public Utilities.		Quarries and Mines Other Than Coal.		Tobacco and Its Products.		Miscellaneous Industries.		Hotels and Restaurants.		Mercantile Establishments.		Jobbers and Warehouses.		Municipalities.		Total.			
	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.						
Machinery	3	598	..	100	1	363	..	513	2	347	1	30	..	20	3	939	..	548	3	850	..	61	22	6,120	3	372	7	648	1	89	2	98	..	104	..	278	..	74	..	210	..	35	2	09	50	12,772
Boilers	6	1	3	..	2	..	1	..	5	1	..	3	1	2	22	1	5	..	2	..	20	..	3	..	1	..	2	..	2	2	4	81
Pumps, Compressors and Prime Movers	3	69	..	37	..	15	1	13	1	2	..	2	..	9	1	3	..	4	1	71	1	28	..	36	1	21	..	7	18	..	1	1	3	..	1	..	10	11	350
Transmission	1	8	2	15	1	19	..	6	1	8	1	5	9	1	15	..	11	3	58	1	31	..	22	..	5	2	11	4	4	2	13	233
Elevators	82	1	15	..	21	1	17	2	48	..	5	1	3	2	16	..	26	4	35	..	2	5	90	1	40	5	18	1	22	2	2	1	7	1	44	1	23	1	58	..	23	..	6	31	603
Cranes & Derricks	12	663	1	54	2	51	..	2	1	43	..	8	..	2	..	13	..	11	1	8	32	1,597	2	78	1	34	2	107	3	60	..	1	..	14	..	1	..	14	..	14	1	10	58	2,785
Cars & Engines	14	276	3	54	6	357	..	2	1	35	..	6	..	4	1	75	..	32	..	7	28	2,408	71	4,843	61	4,777	117	3,054	4	176	1	2	1	32	..	1	..	68	..	25	2	43	310	16,277
Motor Vehicles	14	386	3	46	..	44	1	13	1	83	..	9	..	7	1	39	..	27	..	29	..	3	5	714	1	31	..	30	36	3,753	1	35	..	2	7	88	1	7	2	235	2	72	16	477	91	6,130
Horse Vehicles	1	101	..	24	..	24	..	1	..	28	..	1	..	1	2	94	..	1	..	4	..	1	..	17	1	30	..	35	8	851	..	11	63	..	2	..	34	..	4	2	183	14	1,510
Hand Trucks	286	..	63	..	361	..	12	1	108	..	50	..	4	..	83	1	103	..	72	..	7	3	1,477	..	31	..	32	..	598	..	28	..	10	..	39	..	9	..	60	1	65	..	15	6	3,429
Water Craft	2	31	..	5	1	1	5	..	1	..	3	1	14	..	4	1	3	5	67
Handling Objects	2	3,187	2	529	2	1,517	1	193	1	794	..	260	1	61	3	712	1	394	2	436	..	26	13	8,918	5	3,290	4	1,842	3	2,050	..	342	..	45	1	466	1	235	1	791	2	308	1	350	46	26,746
Hand Tools	3	1,447	..	188	..	308	..	78	1	307	..	102	..	9	1	458	..	114	..	145	..	4	2	3,532	..	2,160	..	2,033	2	918	1	234	..	13	..	176	..	107	..	358	2	58	..	170	12	12,919
Electricity	10	37	1	21	..	4	1	5	..	8	..	1	..	2	..	8	..	10	15	162	10	104	1	138	30	129	..	5	7	..	2	..	7	..	1	3	3	71	659
Explosives & Explosions	6	86	6	36	1	22	..	2	1	7	..	4	..	6	..	2	..	2	1	19	6	125	98	570	11	155	2	34	2	24	2	21	1	14	..	15	1	5	3	20	141	1,179
Hot & Corrosive Substances	6	539	2	214	3	225	..	29	1	178	..	78	..	13	..	37	1	87	1	125	..	13	15	2,392	3	227	1	152	1	380	..	38	..	4	1	135	1	147	1	91	..	18	8	98	45	5,220
Falling Objects	26	1,646	3	116	4	356	..	42	1	142	..	55	..	10	4	221	..	95	1	95	..	3	16	2,582	10	272	2	140	3	125	1	134	..	5	1	113	..	28	..	168	..	55	3	117	75	6,823
Falling Objects (Mines and Quarries)	..	10	2	75	3	191	4,979	161	5,090	1	5	140	10	360	10,307		
Fall of Persons	53	2,721	2	323	9	506	1	155	1	427	2	198	3	35	2	282	..	232	2	329	1	25	26	2,713	15	1,562	4	612	20	1,385	2	121	..	25	0	597	1	215	5	686	1	140	6	412	165	13,661
Stepping upon or Striking Against Objects	2	1,804	..	132	1	352	..	103	..	239	..	81	..	9	2	126	1	132	1	211	..	14	2	1,723	4	1,390	1	561	..	602	..	52	..	21	..	201	..	83	1	347	..	78	..	135	15	8,391
Miscellaneous Causes	15	479	3	90	4	236	..	26	..	117	1	24	..	6	..	75	1	38	2	64	..	8	13	1,431	7	1,010	5	456	10	606	..	59	..	1	3	218	..	20	1	130	..	23	11	244	76	5,361
Total	175	14,462	30	2,049	37	4,875	4	1,199	17	2,934	6	1,132	5	193	21	3,196	8	1,871	18	2,451	1	168	210	36,160	125	21,054	264	16,846	239	14,973	25	1,584	2	241	26	2,526	6	971	13	3,286	9	920	58	2,409	1,599	135,503

* F.=Fatal N. F.=Non-Fatal.

Meadv

New C

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Philade

Pittsbu

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Readin

Scrant

Sunbu

Wilke

Willia

York:

WOMEN IN INDUSTRY

IS THE SUBJECT

OF A

CONFERENCE

TO BE HELD IN THE

**HALL OF THE HOUSE OF
REPRESENTATIVES**

THE CAPITOL, HARRISBURG

SESSIONS

TUESDAY AFTERNOON, DECEMBER 8

WEDNESDAY MORNING AND AFTERNOON,

DECEMBER 9

AUSPICES OF

SECTION OF WOMEN IN INDUSTRY

**PENNSYLVANIA DEPARTMENT OF LABOR AND
INDUSTRY**

All sessions will be open to the general public.
Employers, employes and all persons interested are
invited to attend.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
RICHARD H. LANSBURGH, Secretary

NOVEMBER

LABOR AND INDUSTRY

Vol. XII



No. 11

Featuring
The Working Women of Pennsylvania

Harrisburg, Pennsylvania
1925

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**COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY**

RICHARD H. LANSBURGH, Secretary

NOVEMBER

LABOR AND INDUSTRY

Vol. XII



No. 11

**Harrisburg, Penna.
The Telegraph Press
1925**

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WHO ARE THE WORKING WOMEN OF PENNSYLVANIA?

BY CHARLOTTE E. CARR

Chief, Bureau of Women and Children in Industry

Who are the working women of Pennsylvania? This was one of the first questions the newly organized Section of Women in Industry set itself to answer. How many women in Pennsylvania are gainfully employed? How old are they? How many are married? What are the occupations they enter; and what is their relation to the total employed group in the State?

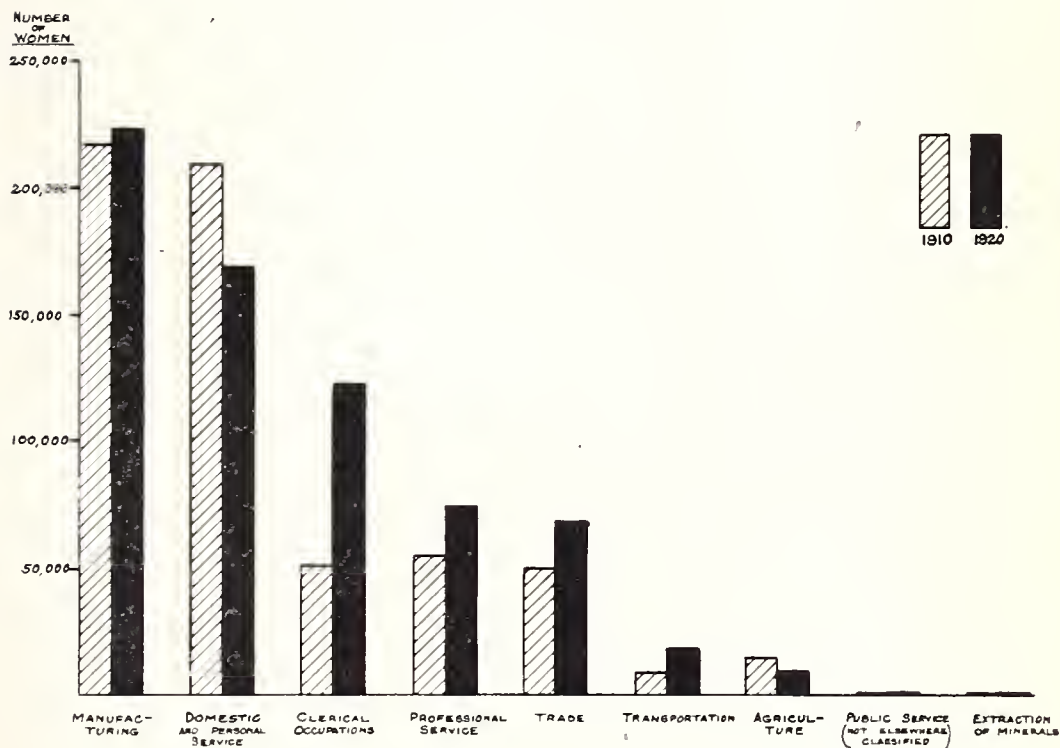
The only authentic source of such information is the United States Census of Occupations. The latest compilation available is the 1920 figures, but the five years which have intervened since the collection of these statistics have brought no outstanding change in the trends of employment for women in the State. The material for this report, therefore, is taken from the Fourteenth Census of the United States, Vol. IV, Occupations.

WHAT ARE THE OCCUPATIONS OF WORKING WOMEN IN PENNSYLVANIA?

Nearly 700,000 women work in Pennsylvania, and one-fifth of the total

CHART I.

DISTRIBUTION OF WOMEN BY OCCUPATIONAL DIVISIONS.
1910 AND 1920.



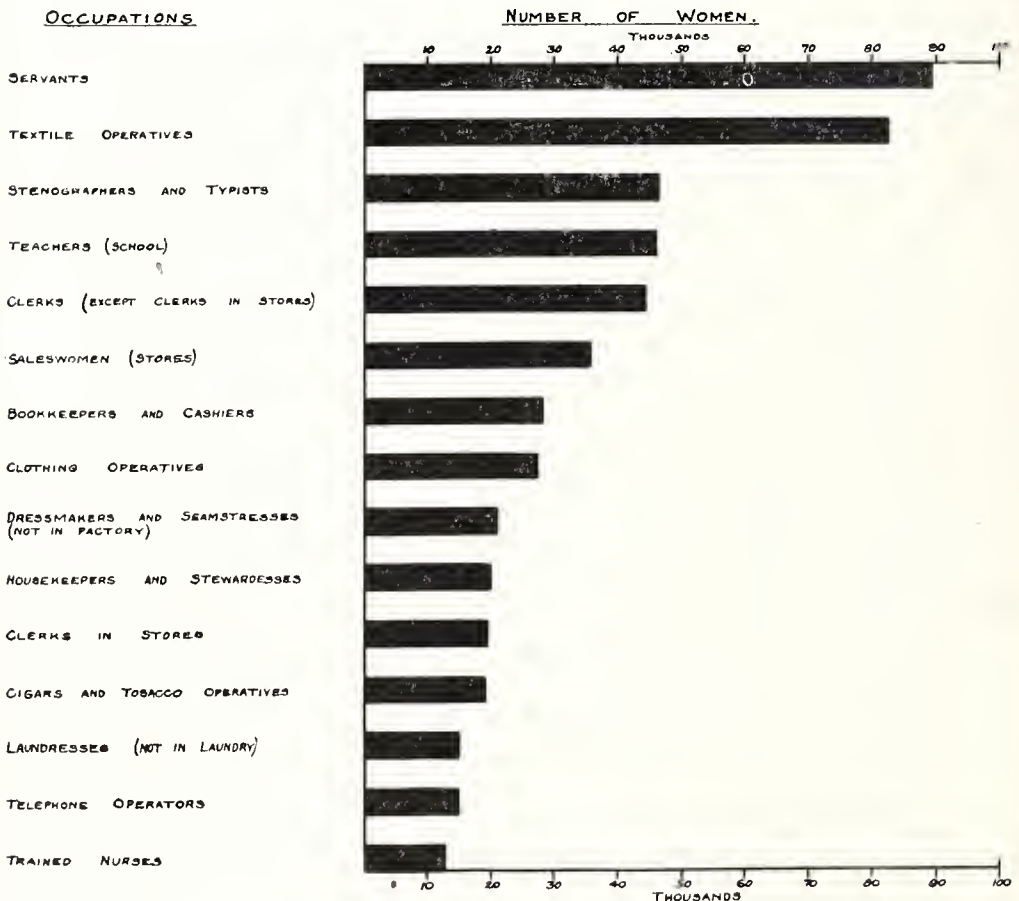
female population of the State 10 years of age and older is gainfully employed. The Census lists more than 100 occupations at which women are employed, but, in general, in this analysis only those occupations engaging 500 or more women are considered.

*Number of Women in Each Occupational Division
1910-1920.*

One-third of the working women in Pennsylvania are engaged in some manufacturing or mechanical occupation. Domestic and personal service occupy the next largest group of working women, although the numbers in this occupational division have decreased materially since 1910. Agriculture is the only other occupational division in which the numbers of women working have decreased. Clerical occupations show a tremendous

CHART II.

DISTRIBUTION OF WOMEN BY OCCUPATIONS IN WHICH
MORE THAN 10,000 WOMEN ARE ENGAGED.



increase since 1910 and rank with manufacturing and domestic and personal service in numbers of women employed. (Chart I)

Occupations With Largest Number of Women

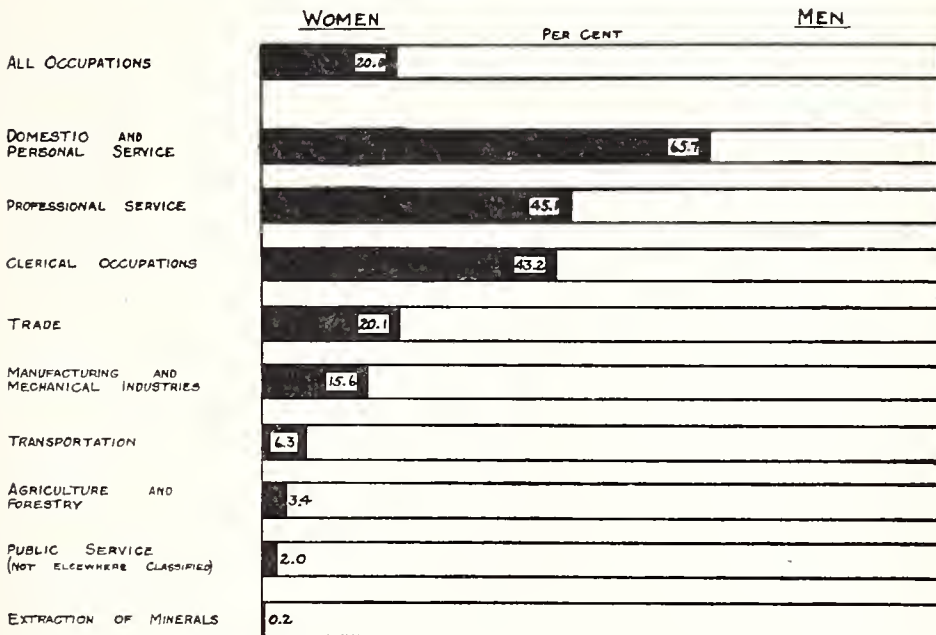
Nearly 90,000 women in Pennsylvania are employed as servants. Textile operatives are nearly as numerous. Stenographers and typists are third in importance, although only about one-half as numerous as textile operatives. School teachers are the group of professional women of greatest numerical importance. (Chart II)

Proportion of Women to Men in Each Occupational Division

Pennsylvania ranks second in the United States in the number of gainfully employed women, one-fifth of the total working population of the State being women. The proportion of women to men varies greatly according to the kind of occupation. Of the nine divisions into which all occupations are grouped by the Census, only one, domestic and personal service, has a preponderance of women. Women comprise nearly one-half the number engaged in professional service and clerical occupations. Four times as many men as women are engaged in trade. Women constitute only 16 per cent of the total number engaged in manufacturing occupations, although for women manufacturing is numerically the most important occupation. (Chart III)

CHART III.

PROPORTION OF WOMEN TO MEN WORKING
IN EACH OCCUPATIONAL DIVISION.

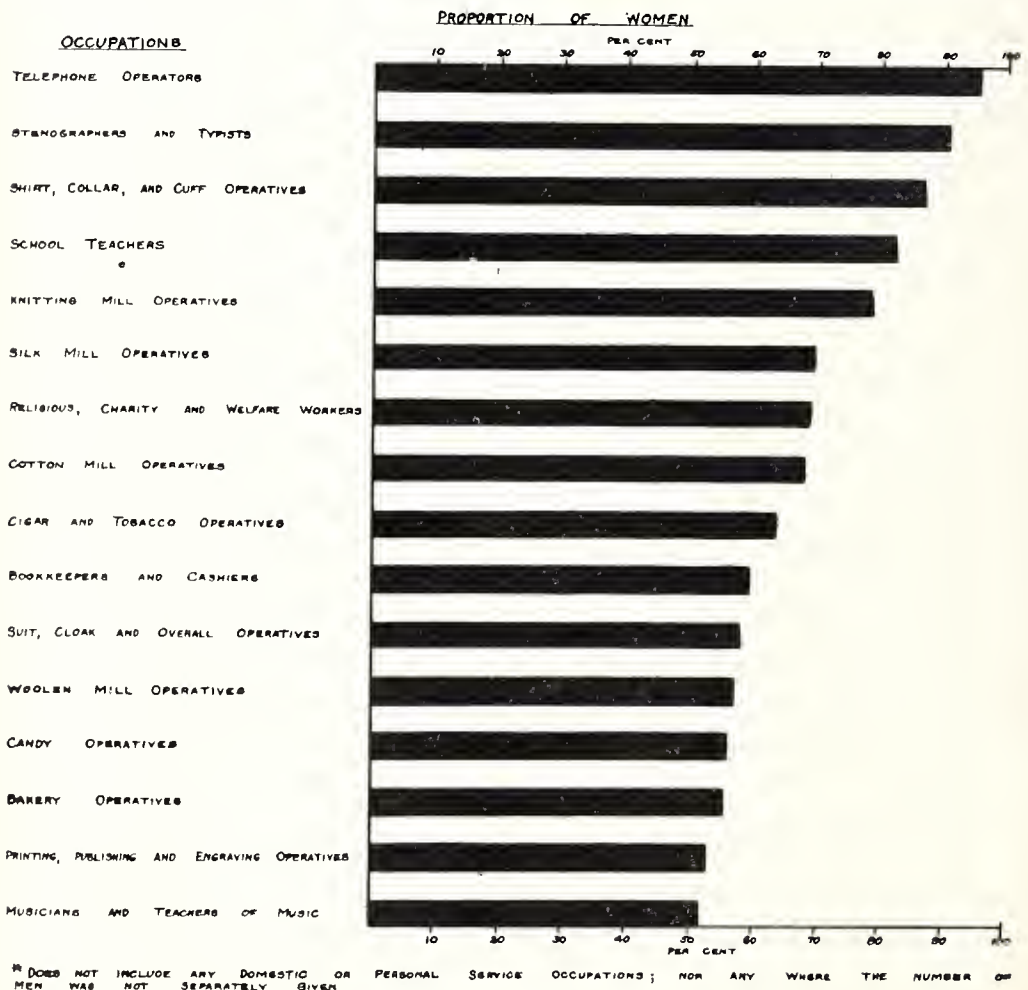


Occupations In Which Women Predominate

Women outnumber men in twenty-three of the detailed occupations listed in the Census. Seven of the twenty-three occupations are grouped under domestic and personal service, traditionally women's work. The occupations where the number of women employed is greater than the number of men, excepting those under domestic and personal service, are shown in the chart below. Telephone operators head the list with 96 per cent women. In two manufacturing industries, knit goods; and shirt, collar and cuffs, more than 75 per cent of the semiskilled operatives are women. A little more than three out of every five of the operatives in silk, cotton and tobacco industries are women. Among the professions women outnumber men as teachers, welfare workers and musicians. (Chart IV)

CHART IV.

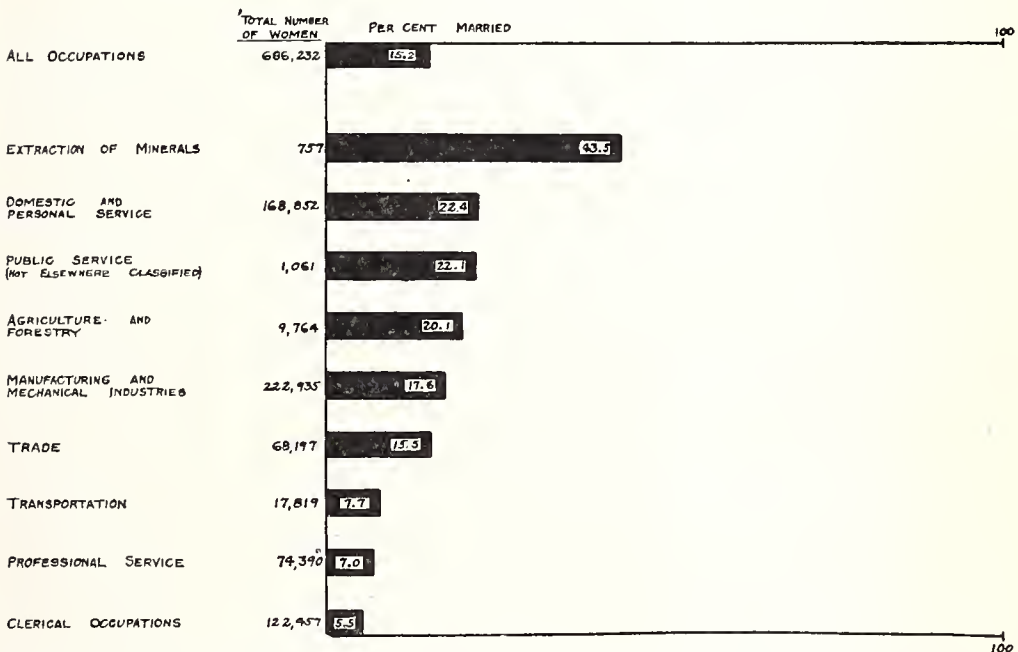
PROPORTION OF WOMEN IN OCCUPATIONS IN WHICH MORE THAN HALF OF THE WORKERS ARE WOMEN.*



HOW MANY PENNSYLVANIA WORKING WOMEN ARE MARRIED?

Married women constitute 15 per cent of all the employed women in the State. Manufacturing, trade, and domestic and personal service draw the largest number of these married women. (Chart V)

CHART V.
PROPORTION OF MARRIED WOMEN IN
EACH OCCUPATIONAL DIVISION.

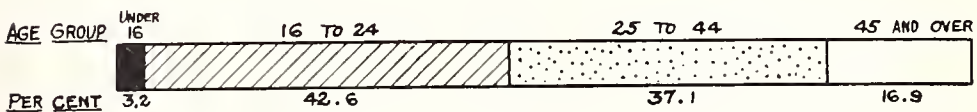


HOW OLD ARE THE PENNSYLVANIA WOMEN WHO WORK?

Pennsylvania's working women are young. Almost one-half are under 25 years of age, and four out of every five are less than 45 years. A little more than 3 per cent of the female working population of the State is under 16 years of age.

CHART VI.

DISTRIBUTION OF ALL GAINFULLY OCCUPIED WOMEN BY SPECIFIED AGE GROUPS.



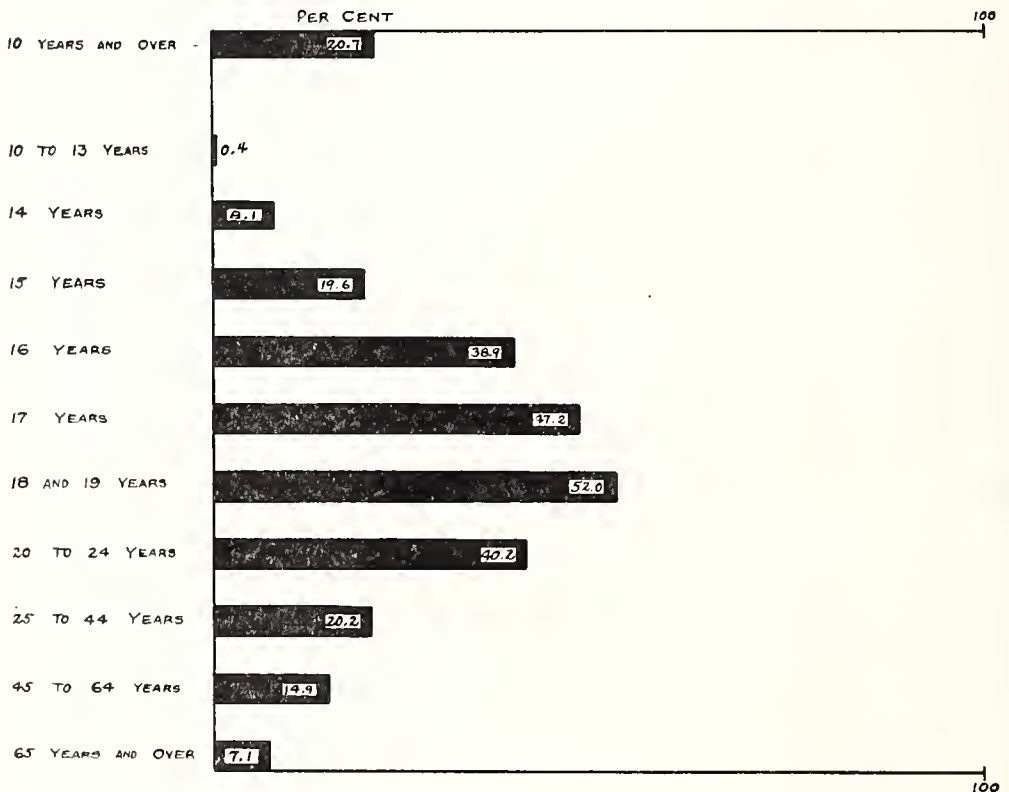
There are more working women between 16 and 24 years than in any other age group. More than one-half of the 18 and 19 year old women in Pennsylvania are engaged in some gainful occupation. Women over 20 years of age are employed less frequently, presumably because they are marrying and assuming family responsibilities. (Charts VI & VII)

The working woman in Pennsylvania is considerably younger than the working man. Nearly one-half of the working women as compared to less than one-fourth of the working men are under 25 years of age.

The tendency seems to be for certain occupations to attract women of similar ages. About 80 per cent of the women engaged in transportation are under 25 years of age, while nearly three-fourths of the women employed in domestic and personal service are over 25 years of age. Men engaged in domestic and personal service are also from the older age group. Clerical occupations have next to the largest proportion of women and the largest proportion of men under 25 years of age. In manufacturing, the most important occupational division for women, more than one-half of

CHART VII.

PROPORTION OF WOMEN WORKING TO TOTAL FEMALE POPULATION BY AGE GROUPS.



the working women are under 25 years of age. Professional service includes principally those over 25 years of age, although the proportion of men in the higher age group is somewhat larger than the proportion of women. (Chart VIII)

CHART VIII.

PROPORTION OF WOMEN AND MEN UNDER AND OVER 25 YEARS OF AGE BY OCCUPATIONAL DIVISIONS.

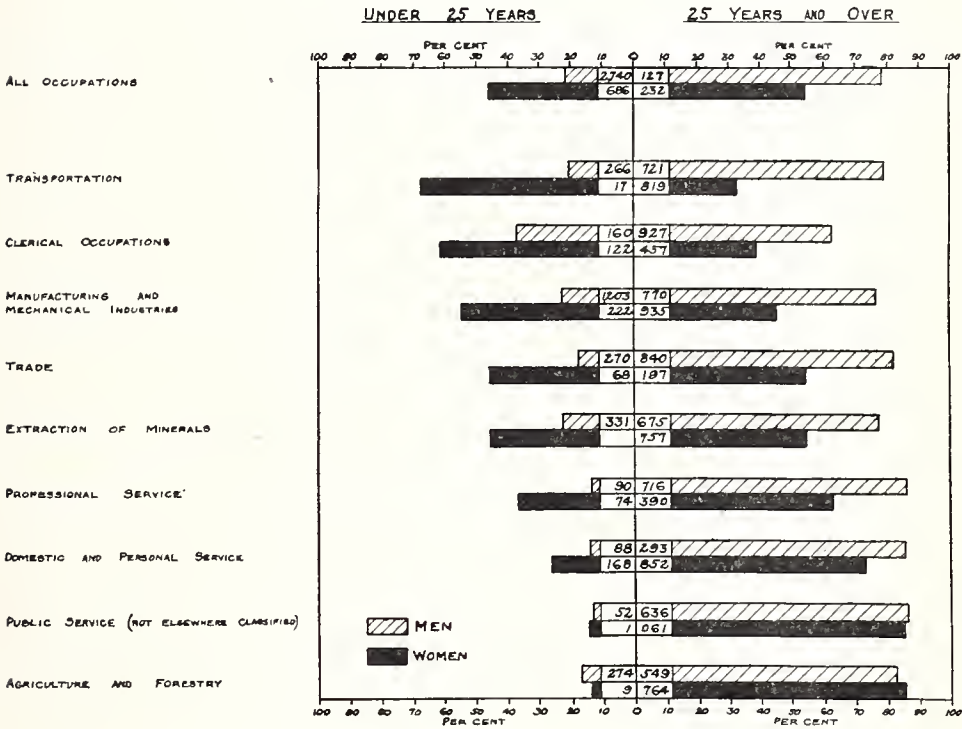
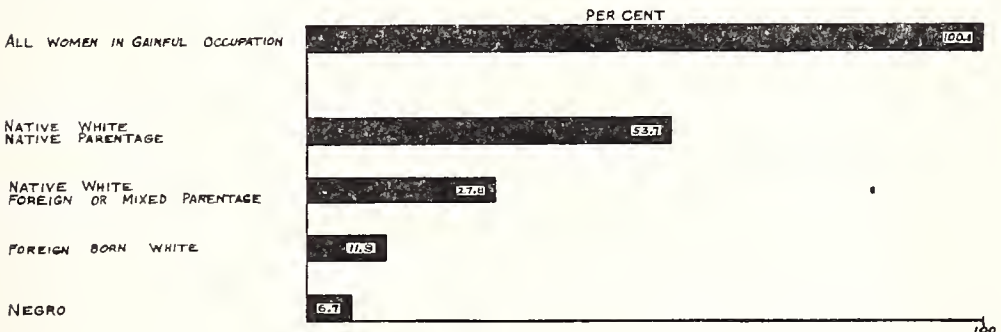


CHART IX.

DISTRIBUTION OF GAINFULLY OCCUPIED WOMEN BY SPECIFIED NATIVITY AND RACE GROUPS.



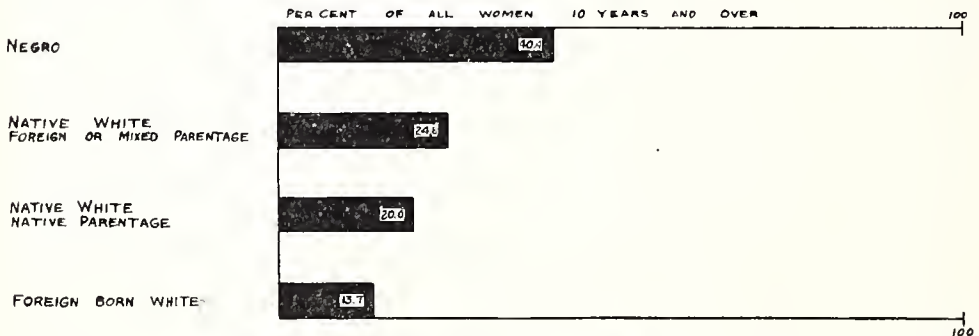
WHAT IS THE NATIVITY AND RACE OF PENNSYLVANIA WOMEN WHO WORK?

More than one-half of the working women in Pennsylvania are native born whites with native born parents. More than one-fourth, or 28 per cent, are native born whites with one or both parents foreign born. In other words, 82 per cent of the wage earning women in Pennsylvania are native born whites. Only a little more than 10 per cent of all employed women are foreign born whites. Nearly fifty thousand or 7 per cent of the total working women in the State are negroes. (Chart IX)

The proportion of working women to the total female population is greater for negro than for white women, 40 per cent of all the negro women in the State being gainfully employed. The foreign born whites are the least likely to be found engaged in gainful occupations; but the native-born woman of foreign parentage is more likely to be employed than the native born woman of native parentage. (Chart X)

CHART X.

PROPORTION OF WOMEN WORKING TO TOTAL FEMALE POPULATION BY NATIVITY AND RACE GROUPS.

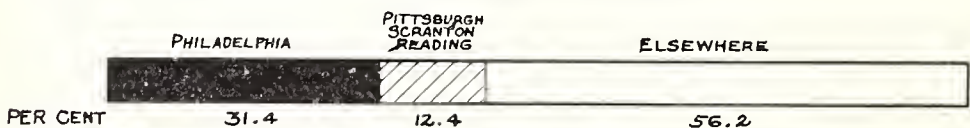


Where Are These Working Women Found?

Nearly one-third of the total working women in the State are found in Philadelphia. Only 12 per cent of the total number of employed women are in the other three Pennsylvania cities of more than 100,000 population. (Chart XI)

CHART XI.

DISTRIBUTION OF WORKING WOMEN BY LOCATION



INDUSTRIAL HOME WORK

Manufacturers throughout Pennsylvania are cooperating with the Department of Labor and Industry for the elimination of unhealthful or unsafe conditions surrounding the performance of work for the industries in the homes of employes. The regulations for industrial home work became effective October 1, and apply to the manufacturing, finishing, repairing, altering, or handling in a home any article or articles, the material for which has been furnished by an employer.

Approximately five thousand home workers regularly engaged in various phases of manufacturing processes have been reported to the Department of Labor and Industry by large employers and licenses issued as required by the regulations. The home work regulations virtually create a systematic method for supervising work in the homes which, when unsupervised, has been revealed by studies and investigations to have been performed in many cases by children between the ages of ten and fourteen years.

"Many of the manufacturers were unaware of these conditions and are consequently actively engaged in their elimination. A number of the larger manufacturing establishments have created in their organizations the position of home work supervisor, an employe whose exclusive duty is to exercise control over the conditions affecting home work issued by the establishment. That procedure has been found effective and profitable."

Issuance of licenses for home work will be under the Section of Women and Children of the Department, of which Miss Charlotte E. Carr is chief. The representatives of that Section have been actively engaged throughout the State conferring with employers in regard to the regulations.

As a result of preliminary study and the response from employers, the regulations which have been in effect less than a month are already producing results. Manufacturers not located in Pennsylvania, but for whom home work is performed in this State through agents located in various communities, have obtained licenses for such agents to operate legally in Pennsylvania.

Astounding conditions were revealed in 1526 homes, where manufacturing processes are performed on work sent from employing establishments, in the investigation by the Department, which preceded the development of the home work regulations. In 620 of those homes were found 1239 children under the age of sixteen engaged in manufacturing work. Approximately one-half of those children were between the ages of ten and fourteen years and 182 children under eight years of age were found working. Sixty per cent of the working children were girls; ninety-two per cent were native born, but sixty per cent had foreign born parents. Approximately sixty-five per cent of the working children were engaged in stringing tags and finishing men's coats; the largest proportion of families with children working were employed on tags, pins, hooks and eyes. The smallest proportion of families with children working were employed on knit goods.

Thirty per cent of the children were working after eight o'clock at night; some were employed before six o'clock in the morning, and many were working more than the legal weekly maximum number of hours. Children employed under fourteen years of age numbered 1017.

In most instances manufacturers sending the home work from their establishments were unaware of these labor law violations, as the employers dealt almost exclusively with the adults from the homes.

In addition to providing a means for enforcement of the Child Labor Laws, the home work regulations will tend to prevent goods in the process of manufacture from being sent to homes where infectious and even contagious diseases prevail. Numbers of homes where members of the family were ill were discovered by the investigators in their visits at the 1526 homes included in the study.

INDUSTRIAL BOARD

BY CYRIL AINSWORTH, *Secretary*

The Industrial Board held its regular monthly meeting on Wednesday, October 21, 1925. The following items of information are of interest to the public.

NEW REGULATIONS

Two regulations were approved which it is desirable to bring to the attention of industry. These regulations have been promulgated by the Department and are effective at this time.

They are of special interest for the reason that they are the first of their type to be adopted in Pennsylvania. They are what might be termed "safe-practice" rules and have been drafted for the purposes of giving employers additional backing in their efforts to apply shop safety rules and also to give the Department rules which can be applied when careless practices are brought to its attention. These two rules are as follows:

1. "Belts shall not be replaced on pulleys or taken off pulleys by direct hand method while the pulleys are in motion.
2. "The sides of all trenches more than six (6) feet in depth shall be shored or braced to prevent them from caving in."

It will be noted that these rules cover subjects which common sense would suggest, and yet accidents resulting from violation of these rules are occurring almost daily in this Commonwealth.

MINORS HANDLING MOLTEN METAL IN FOUNDRIES

A rule to prohibit the employment of minors under eighteen years of age at certain occupations in foundries was presented for consideration. The rule proposed read:

“That the employment of minors under eighteen years of age in foundries at pouring molten metal or handling vessels containing molten metal is prohibited.”

Numbers of foundry managements have already expressed their approval of this rule, but final action has been deferred until those affected have had an opportunity to express their opinions concerning it. Comment or criticism is invited and letters referring to this subject should be addressed to Cyril Ainsworth, Secretary of the Industrial Board, Harrisburg, Pennsylvania.

NON-THEATRICAL MOTION PICTURE EXHIBITIONS

Some questions regarding the administration of Motion Picture Regulations have prompted the Department to undertake a revision of the rules which govern the exhibition of motion pictures in places of public assembly other than theatres; namely in Lodge halls and in class rooms of school buildings.

NEW BOILER CODE

The revised Boiler Regulations have been received from the printer and are available for distribution. Copies may be obtained by addressing Cyril Ainsworth, Secretary of the Industrial Board, Harrisburg, Pennsylvania.

The effective date has been changed from October 1, 1925 to November 15, 1925.

The revised regulations represent the experience gained since 1916 in administering the first Code. They are practically identical with the revised A. S. M. E. Code, with the addition of Sections on Administration, Definitions, General Specifications, and Miniature Boilers.

The Boiler Code is divided into three parts: Administration, Definitions, and Specifications. Part 1 on Administration is subdivided into two Sections: General Requirements, and Information for Those Desiring Commissions as Boiler Inspectors. Part 2 is in one Section, and contains the definitions, while Part 3 is subdivided into the following sections: General, Power Boilers, Miniature Boilers, Locomotive Boilers, Material Specifications, Heating Boilers, and Inspection.

APPROVAL OF SAFETY DEVICES

The following safety devices were approved by the Industrial Board at the October 21st meeting:

<i>Device</i>	<i>Manufacturer</i>
Safety Automatic Cone Belt Shifter —one direct movement type.	Surety Manufacturing Company 4127-4139 Kinzie Street, Chicago, Illinois.
Automatic Change-over Switch West- inghouse Type.	A. F. Shane Company, 4117 Jenkins Arcade Building, Pittsburgh, Penn- sylvania.
Wedge Clamp Type Car Safeties.	Haughton Elevator Company, To- ledo, Ohio.
Roll Type Instantaneous Safeties with Type "D" Governor.	Kaestner Hecht Elevator Company, Chicago, Illinois.

In connection with this phase of Departmental work, it is interesting to note that purchasers of machines, plant equipment, and safety devices are beginning to stipulate that the article in question be approved by the Department of Labor and Industry.

This is a distinct advance toward safe and efficient conduct of business.

Manufacturers, contractors, and other persons engaged in industrial pursuits are strongly urged to demand that safety features on their equipment, as well as other protective devices, receive the approval of the State before they purchase, and to make this a condition of the contract. This point cannot be stressed too insistently.

ACCIDENTS TO SKILLED WORKERS DURING THE FIRST EIGHT MONTHS OF 1925

BY WILLIAM J. MAGUIRE

Director, Bureau of Statistics

Accidents occurring in certain occupations or trades were tabulated to determine the number and severity of accidents in certain occupations and to show the number injured in each occupation by class of industry. As a result, hazards of certain occupations are emphasized and attention is called to the comparatively large number of fatalities by occupation in certain industries. The table shows a total of 15,382 accidents in thirteen selected occupations. These occupations, although shown by the table to be found in almost any class of industry, are particularly applicable to the building and contracting and the metal and metal products classifications.

Although the table shows 8,308 accidents, or more than half of the total number of accidents shown by this tabulation, to have occurred in the metal industry; that comparison is misleading because of the fact that eight of the occupations selected are found particularly in the metal industry. Machine operators in the metals and metal products classification show 8 fatalities, 155 permanent disabilities, and 3,184 cases of temporary total disability.

Carpenters and painters lead the list of occupations in number of fatalities, 26 carpenters, and 21 painters having lost their lives in Pennsylvania during eight months. The majority of these fatalities happened in the building and contracting industry, 17 accidental deaths in that industry among carpenters and 11 among painters.

Machine operators, it appears, have a larger list of casualties than even so large an occupational class should warrant. These accidents comprise 17 fatalities which are distributed thruout the industries, 262 permanent disabilities likewise distributed, and temporary total disability accidents numbering 5,470, making the total number of all accidents to machine operators 5,749 or 37.3 of all accidents in this tabulation. Whether a large percentage of the accidents in the occupation can be attributed to improperly guarded and entirely unguarded machinery and equipment is a mooted question. A study is now being made by the Department of the causes of individual accidents which, when completed, should give some interesting data toward proving or disproving this contention. Unquestionably an inadequate period of instruction in operation and the absence of standard instructions of operation are contributing factors.

It is interesting to compare accidents occurring during the first eight months of 1925 in certain of the occupations here listed with accident

**NUMBER OF ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION
OF INJURY AND CLASS OF INDUSTRY**

OCCUPATIONS	CLASS OF						
	Total	Building and Contracting	Chemicals and Allied Products	Clay, Glass and Stone Products	Clothing Manufacture	Food and Kindred Products	Leather, Rubber and Composition Gds.
All Occupations							
Total	15,382	3,599	211	384	222	254	202
Fatal	89	35	1	3	.....	1	1
Permanent Disability	343	24	2	9	.....	12	8
Temporary Total Disability Over 10 Days	8,056	2,252	107	179	124	141	108
Temporary Total Disability 10 Days and Under	6,894	1,288	101	193	96	100	85
Blacksmiths							
Total	417	74	21	14	.....	2	.....
Fatal	4	.....	1	.....	.....	.....	.....
Permanent Disability	7	.....	.....	1	.....	.....	.....
Temporary Total Disability Over 10 Days	231	50	11	3	.....	.....	.....
Temporary Total Disability 10 Days and Under	175	24	9	10	.....	2	.....
Boilermakers							
Total	601	11	23	.....	.....	.....	.....
Fatal	3	.....	.....	.....	.....	.....	.....
Permanent Disability	2	.....	.....	.....	.....	.....	.....
Temporary Total Disability Over 10 Days	246	6	8	.....	.....	.....	.....
Temporary Total Disability 10 Days and Under	350	5	15	.....	.....	.....	.....
Bricklayers							
Total	195	138	3	12	.....	.....	.....
Fatal	1	1	.....	.....	.....	.....	.....
Permanent Disability	1	1	.....	.....	.....	.....	.....
Temporary Total Disability Over 10 Days	129	97	3	4	.....	.....	.....
Temporary Total Disability 10 Days and Under	64	39	.....	8	.....	.....	.....
Carpenters							
Total	2,640	1,887	23	65	4	24	7
Fatal	26	17	.....	1	.....	.....	.....
Permanent Disability	24	12	.....	2	.....	.....	.....
Temporary Total Disability Over 10 Days	1,607	1,188	12	33	2	17	3
Temporary Total Disability 10 Days and Under	983	670	11	29	2	7	4
Core Makers							
Total	99	4	.....	.....	.....	.....	.....
Fatal .....	.....	.....	.....	.....	.....	.....	.....
Permanent Disability .....	.....	.....	.....	.....	.....	.....	.....
Temporary Total Disability Over 10 Days	52	3	.....	.....	.....	.....	.....
Temporary Total Disability 10 Days and Under	47	1	.....	.....	.....	.....	.....
Machinists							
Total	2,618	78	27	53	9	21	7
Fatal	8	.....	.....	.....	.....	1	1
Permanent Disability	36	1	.....	.....	.....	.....	.....
Temporary Total Disability Over 10 Days	1,182	34	12	25	8	13	5
Temporary Total Disability 10 Days and Under	1,392	43	15	28	1	7	1
Machine Operators							
Total	5,749	249	71	178	206	187	181
Fatal	17	3	.....	1	.....	.....	.....
Permanent Disability	262	7	1	6	2	12	8
Temporary Total Disability Over 10 Days	2,860	136	41	87	112	104	96
Temporary Total Disability 10 Days and Under	2,610	103	29	84	92	71	77
Masons							
Total	192	165	.....	7	.....	.....	.....
Fatal	1	1	.....	.....	.....	.....	.....
Permanent Disability	2	2	.....	.....	.....	.....	.....
Temporary Total Disability Over 10 Days	127	114	.....	4	.....	.....	.....
Temporary Total Disability 10 Days and Under	62	48	.....	3	.....	.....	.....
Moulders							
Total	943	.....	2	41	.....	.....	2
Fatal	3	.....	.....	.....	.....	.....	.....
Permanent Disability	2	.....	.....	.....	.....	.....	.....
Temporary Total Disability Over 10 Days	501	.....	.....	14	.....	.....	1
Temporary Total Disability 10 Days and Under	437	.....	2	27	.....	.....	1
Painters							
Total	595	330	10	3	2	8	2
Fatal	21	11	.....	.....	.....	.....	.....
Permanent Disability	2	.....	.....	.....	.....	.....	.....
Temporary Total Disability Over 10 Days	371	215	4	1	1	3	.....
Temporary Total Disability 10 Days and Under	201	104	6	2	1	5	2
Plasterers							
Total	194	191	.....	1	.....	.....	.....
Fatal	1	1	.....	.....	.....	.....	.....
Permanent Disability .....	.....	.....	.....	.....	.....	.....	.....
Temporary Total Disability Over 10 Days	118	116	.....	1	.....	.....	.....
Temporary Total Disability 10 Days and Under	75	74	.....	.....	.....	.....	.....
Plumbers							
Total	752	453	29	6	1	12	3
Fatal	3	1	.....	1	.....	.....	.....
Permanent Disability	3	1	1	.....	.....	.....	.....
Temporary Total Disability Over 10 Days	427	280	16	4	1	4	3
Temporary Total Disability 10 Days and Under	319	171	12	1	.....	8	.....
Puddlers and Heaters							
Total	387	19	2	4	.....	.....	.....
Fatal	1	.....	.....	.....	.....	.....	.....
Permanent Disability	2	.....	.....	.....	.....	.....	.....
Temporary Total Disability Over 10 Days	205	13	.....	3	.....	.....	.....
Temporary Total Disability 10 Days and Under	179	6	2	1	.....	.....	.....

DURING THE FIRST 8 MONTHS OF 1925 FOR SPECIFIED OCCUPATIONS SHOWING DEGREE
IN WHICH THE ACCIDENTS OCCURRED.

INDUSTRY													
Liquors and Beverages	Lumber and Its Remanufacture	Paper and Printing Industries	Textiles	Laundries	Metals and Metal Products	Transportation and Public Utilities	Quarries and Mines other than Coal	Tobacco and Its Products	Miscellaneous Industries	Hotels and Restaurants	Mercantile Establishments	Jobbers and Warehouses	Municipalities
15	546	399	243	17	8,308	379	101	30	225	19	107	23	98
1	1	1	1	1	30	9	1	1	1	1	1	1	3
1	34	14	5	5	206	4	1	1	15	1	1	1	1
8	310	238	125	7	3,913	200	55	10	147	11	63	15	43
5	202	146	112	10	4,159	166	43	19	63	6	42	7	51
.....	7	2	1	.....	254	13	12	.....	7	.....	2	1	7
.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....
.....	5	12	1	.....	137	2	5	.....	7	.....	.....	.....	.....
.....	12	.....	.....	.....	110	3	7	.....	.....	.....	2	1	5
.....	.....	.....	.....	.....	560	7	.....	.....	.....	.....	.....	.....	.....
.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....
.....	.....	.....	.....	.....	229	3	.....	.....	.....	.....	.....	.....	.....
.....	.....	.....	.....	.....	326	4	.....	.....	.....	.....	.....	.....	.....
.....	.....	.....	.....	.....	31	8	1	.....	.....	1	1	.....	.....
.....	.....	.....	.....	.....	19	5	1	.....	.....	.....	.....	.....	.....
.....	.....	.....	.....	.....	12	3	.....	.....	.....	1	1	.....	.....
.....	59	15	18	.....	256	143	14	.....	52	7	42	4	20
.....	2	.....	.....	.....	4	2	.....	.....	.....	.....	1	.....	1
.....	37	11	11	.....	134	71	9	.....	1	.....	1	.....	.....
.....	20	4	7	.....	112	70	5	.....	39	4	23	3	10
.....	.....	.....	.....	.....	.....	.....	.....	.....	12	3	17	1	9
.....	.....	.....	.....	.....	95	.....	.....	.....	.....	.....	.....	.....	.....
.....	.....	.....	.....	.....	49	.....	.....	.....	.....	.....	.....	.....	.....
.....	.....	.....	.....	.....	46	.....	.....	.....	.....	.....	.....	.....	.....
1	9	19	30	1	2,260	66	5	4	4	.....	9	2	13
.....	1	.....	.....	.....	6	.....	.....	.....	.....	.....	.....	.....	.....
.....	4	7	11	1	33	1	.....	.....	.....	.....	.....	.....	.....
1	4	12	19	.....	1,011	34	3	1	4	.....	5	2	2
.....	.....	.....	.....	.....	1,210	31	2	3	.....	.....	4	.....	11
13	461	352	177	15	3,287	59	67	26	133	5	33	13	36
.....	1	1	.....	.....	8	1	1	.....	.....	.....	.....	.....	2
1	31	14	5	.....	155	1	2	1	13	1	.....	1	1
8	260	214	87	5	1,507	39	36	9	74	3	20	8	14
4	170	123	85	10	1,617	18	28	16	46	1	13	4	19
.....	.....	1	1	1	10	5	.....	.....	1	.....	1	.....	.....
.....
.....	.....	.....	1	1	4	2	.....	.....	1	.....	.....	.....	.....
.....	.....	1	.....	1	6	3	.....	.....	.....	.....	1	.....	.....
.....	.....	.....	.....	.....	891	5	.....	.....	2	.....	.....	.....	.....
.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....
.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....
.....	.....	.....	.....	.....	482	3	.....	.....	1	.....	.....	.....	.....
.....	.....	.....	.....	.....	404	2	.....	.....	1	.....	.....	.....	.....
1	5	2	9	.....	126	41	.....	.....	24	5	11	1	15
1	.....	.....	1	.....	1	6	.....	.....	.....	1	.....	.....	.....
.....	3	1	7	.....	1	.....	.....	.....	1	.....	.....	.....	.....
.....	2	1	1	.....	71	21	.....	.....	20	3	9	1	11
.....	.....	.....	.....	.....	53	14	.....	.....	3	1	2	.....	4
.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	1	.....	.....
.....
.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	1	.....	.....
.....
.....	4	8	7	.....	177	31	2	.....	2	1	7	2	7
.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
.....	1	3	7	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
.....	3	5	.....	.....	81	14	1	.....	1	1	5	1	4
.....	.....	.....	.....	.....	94	17	1	.....	1	.....	2	1	3
.....	1	.....	.....	.....	361	.....	.....	.....	.....	.....	.....	.....	.....
.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....
.....	.....	.....	.....	.....	189	.....	.....	.....	.....	.....	.....	.....	.....
.....	1	.....	.....	.....	169	.....	.....	.....	.....	.....	.....	.....	.....

figures for the same occupations during the same months of 1924. Comparable figures are available for the building and contracting industry only as set forth in the following table:

BUILDING AND CONTRACTING (All accidents)

Occupation	First eight months		
	1925	1924	Per cent of change
Blacksmiths	74	66	+10.8
Boilermakers,	11	14	—21.4
Bricklayers,	138	126	+ 9.5
Carpenters	1,887	1,598	+18.1
Machinists	78	90	—13.3
Machine operators	249	222	+12.2
Masons	165	116	+42.2
Painters	330	312	+ 5.8
Plasterers	191	153	+24.8
Plumbers	453	433	+ 4.6
	3,576	3,130	+14.2

Decreases in two occupations, boilermakers and machinists, and increases in all others are shown. Workers in the trades showing decreases are engaged largely in shipbuilding operations. Increased building operations in 1925 may be partly responsible for the increased number of accidents in the building trades. As a matter of fact building permits issued in 16 representative cities of the State, reporting to the Department were 2,126, or 7.7 per cent less in the first eight months of 1925 than for the same period of 1924, although the estimated cost of the operations in the eight months of 1925 exceeded the eight months of 1924 by \$34,221,702 or by approximately 20.6 per cent. If this increase in building is not responsible, what then are the causes? Improvised or badly constructed scaffolds? Carelessness or recklessness of workers? Absence of safety organizations and measures? Certainly increases in accidents among carpenters, masons, and plasterers of 18.1 per cent, 42.2 per cent and 24.8 per cent, respectively deserve consideration and call for action. The Commonwealth's part in such action has been ordered through a special campaign which the Department inspectors are conducting in cooperation with the contractors of the State to bring about a more general observance and a strict enforcement of the scaffold regulations of the Department. These regulations are available for distribution. Printed copies may be obtained by addressing the Department of Labor and Industry, Harrisburg, Pennsylvania.

LOW VOLTAGE HAZARDS

Mr. M. C. Goodspeed, Safety Engineer of the General Electric Company, Erie, has called the attention of the Department to the lack of understanding by the public of what are called "low voltages." An analysis of the conditions surrounding a number of accidents, the opportunity to inspect certain installations of equipment, and the discussion of the subject with a considerable number of individuals convinced Mr. Goodspeed that a warning regarding low-voltage hazards should be issued.

The Department of Labor and Industry, having studied the accidents which have occurred both in and out of industry, not only agrees with Mr. Goodspeed, but would urge all those who work around or use electrical apparatus, operated by low voltage currents, to recognize the fact that hazards exist with low voltages, and also to discontinue all careless and dangerous practices.

There is throughout the state at this time a feeling that the lower voltages, up to at least six hundred volts are not to be classed as dangerous. This impression is prevalent not only among individuals with respect to electricity in their homes, but it applies also to what might be termed "public conditions," such as installations of equipment for use in laboratories of schools, and of equipment in public buildings. It is especially noticeable that the attitude of instructor and pupil is that there is comparatively no hazard in connection with laboratory equipment. This attitude is distinctly reflected in the actions of the students when they leave the school and start working in the industries.

The attention of everyone is called to the potential danger of any electrical circuit whether of very low or high voltage. In some respects, the low voltage circuit is more dangerous than the very high voltage circuit, because there is no preliminary warning. Only when the contact is fully made does the danger become manifest, and at that time, under certain conditions, there is no possibility of escaping.

The Department of Labor and Industry in issuing this warning cannot too strongly impress upon those, who are familiar with the hazards of low voltages, the necessity for broadcasting this information and for endeavoring in any way which may seem feasible to cut down the number of accidents occurring from this cause.

ACCIDENTAL DEATHS DUE TO ELECTRICITY

Attention is called to the tabulation of accidental deaths due to electricity during the first 8 months of 1925. The fatalities from this cause total 63 for the 8 months of 1925, which is an increase of 19 over the fatalities for the same period in 1924, notwithstanding the fact that fatal accidents from all causes in the first 8 months of 1925, are 21 less than during the same months of 1924, a reduction of 1.4 per cent for that period. Accidents due to electricity, however, increased 43.2 per cent.

Table of Accidental Deaths due to Electricity

Reported to the Bureau of Workmen's Compensation During First 8 Months of 1925.

CAUSE

INDUSTRY	Transmission Wires												Switchboards				Trans- formers		Trolley			Electrical Apparatus		
	Passing or Working Near	Passing or Working Metal	Testing or Inspecting	Constructing or Repairing	Breaking of	Other Causes	Install or Repair	Passing or Working Near	Operating	Testing or Inspecting	Install or Repair	Oilng or Cleaning	Passing or Working Near	Other Causes	Testing or Inspecting	Passing or Working Near	Install or Repair	Passing or Working Near	Passing or Working Wires	Equipment Carrying Metal	Install or Repair Service Wires and Fixtures	Install or Repair Crane	Testing or Inspecting	Not Otherwise Classified
All Industries	63	16	6	2	10	1	1	1	1	1	2	1	1	1	1	1	1	1	2	1	1	1	1	2
Total....	63	16	6	2	10	1	1	1	1	1	2	1	1	1	1	1	1	1	2	1	1	1	1	2
Building and Contracting	9	8	1																					
Electrical Construction	1	1																						
Painting and Decorating	1	1																						
Railway Construction	1	1																						
General Contracting	5	4	1																					
Clay, Glass and Stone Products (Brick, Tile and Terra Cotta Mfg.)	1																							
Total....	1																							
Food and Kindred Products (Ice)	1																							
Total....	1																							
Metals and Metal Products	13	1	1	1			1	3	1			1									1			
Automobiles and Parts	2																							
Machinery and Parts	1		1																					
Machine Repair Shops	1			1																				
Motors, Dynamos and Generators	5						3	1																
Pipes and Tubing	1																							
Tin and Tame Plate	1																							
Car Repair Shops	2	1					1																	
Public Utilities	26	6	3	1	8			2		1														
Electric Light, Heat and Power Cos.	25	6	3	1	8			2		1														
Water Companies	1																							
Total....	9			1	1		1	1			2									2	1			
Anthracite Coal																								
Bituminous Coal	1			1																				
Total....	1			1																				
State and Municipal	3	1	1																					
Total....	3	1	1																					

“HUMAN ARM FLYING IN AIR SCARES EMPLOYEES”

BY JOHN S. SPICER,

Chief Accident Investigation Section, Bureau of Industrial Standards

The above headline appeared a short time ago in a daily newspaper of a certain locality in this State. The article following described an accident which occurred in a silk mill at seven o'clock in the morning, just as the plant was starting to operate.

Investigation by the department inspectors brought out the fact that the man who was injured was superintendent of the plant, and had attempted to place a one and one-fourth inch belt on a counter shaft pulley while the shaft was in motion. This pulley was located about seven and a half feet from the floor, and the man climbed up on a machine in order to be high enough to reach the pulley. In some way his arm was caught in the belt and pulley, and in trying to free himself, his right arm was pulled out at the shoulder socket and hurled across the room.

This accident is only one of many which are occurring from a similar cause; namely, putting on or taking off belts on pulleys while they are in motion. An investigation made of 1136 accidents which occurred in connection with the use of belts and pulleys developed the fact that 437 of these accidents occurred when employes were attempting to shift belts by hand or take them off or apply them to pulleys by hand while the pulleys were in motion. The seriousness of these accidents may be realized when it is stated that eight of them resulted fatally, 299 caused a time loss of over ten days while 130 resulted in less than ten days time loss.

The law states that belt shifters must be provided where it is necessary to shift belts so that any shifting of belts by hand is a violation of law and the department feels obliged to bring prosecution in such cases. Safe practice demands that the applying of belts to pulleys should be done only when machinery is shut down. In this way there will be absolutely no chance of injury.

Within a few days, two other serious accidents resulted from the same cause; namely, attempting to place belts upon moving pulleys. Just as long as this practice is permitted in industry, so long will these classes of injuries occur.

If, as in this case, the superintendent of the plant will take such chances it is no wonder that employes will do similar foolish things. Those in authority in industry, for instance, superintendents and foremen, must observe the rule of not allowing belts to be adjusted or to be put on or taken off of pulleys while the machine is in motion and they also have the responsibility of seeing that the employes working under their direction observe this rule.

The newspaper article referred to stated further that as a result of this particular accident, the workers were so unnerved that they walked out of the factory and refused to work for the rest of the day. This empha-

sizes the fact that not only is the injured employe prevented from continuing his share of production, but all other employes in that shop are also prevented from accomplishing anything for a varying period of time because of the commotion and interruption which every accident always causes.

If this accident could be a lesson to the entire State and inspire those in positions of authority to measure up to their personal responsibility in preventing such occurrences, this article will have answered its purpose. It is most unfortunate, that this particular employe should lose his arm when its loss was absolutely unnecessary.

The Industrial Board Rule with respect to this case is as follows: "All belts, irrespective of size, shall not be replaced on pulleys or taken off from pulleys by direct hand method while they are in motion." Violators of this rule are liable to prosecution.

SAFETY KINKS

AN EMERGENCY AMBULANCE

BY L. E. HASTINGS

The J. G. Brill Company, Philadelphia

The J. G. Brill Company has developed an emergency ambulance by building a platform so constructed as to be suitable for a light weight truck such as is used by practically all industries. This platform has four elliptic springs for the guiding of the stretcher.

When there is an emergency, requiring the use of an ambulance, all you have to do is to draw this platform on the truck, put the patient on the stretcher, and you have a very satisfactory ambulance at a moment's notice.

The J. G. Brill Company is the originator of this idea, and as there is no patent on it, it can be used by anyone who thinks well of it. (See Fig. 1)

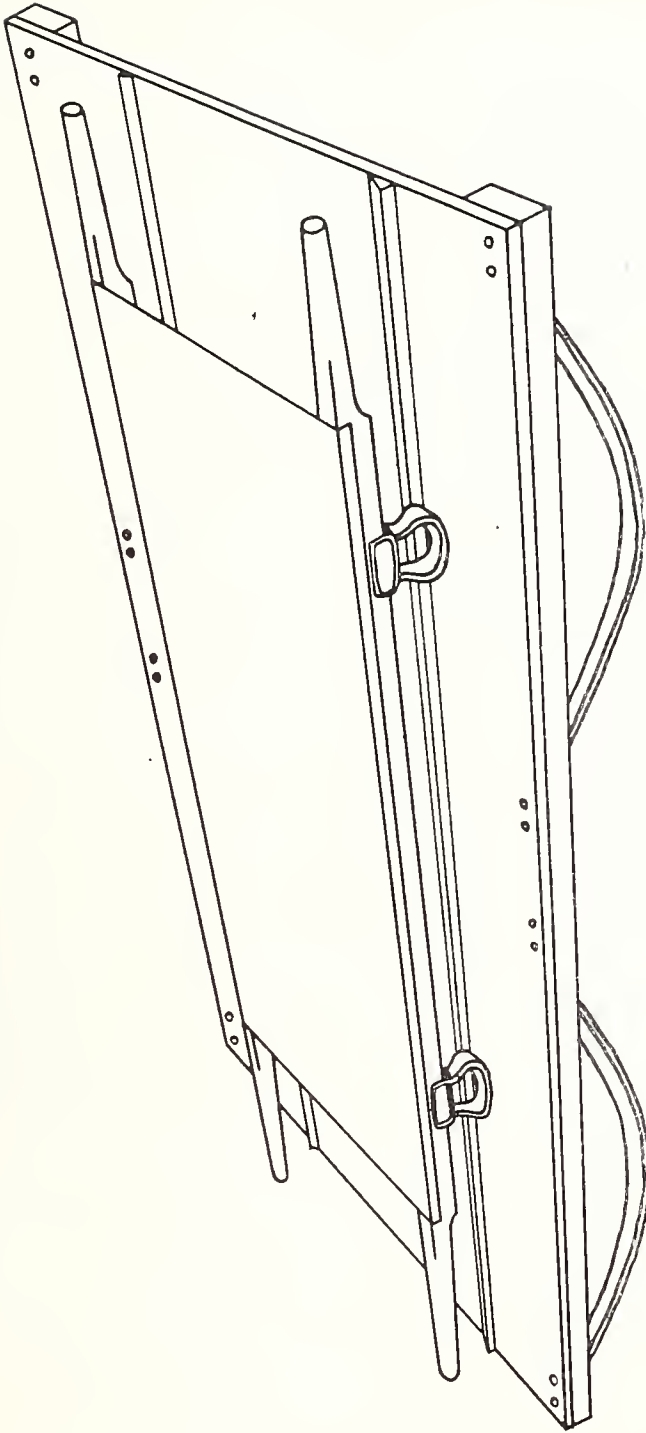


Fig. 1.—An Emergency Ambulance.

SAFETY DEVICES

*The Westinghouse Electric and Manufacturing Company
East Pittsburgh, Pennsylvania*

If anyone desires to use any of the safety devices here pictured, he is as perfect liberty to do so, and if such person will write to Mr. C. B. Auel, Manager, Employes' Service Departments, Westinghouse Electric and Manufacturing Company, East Pittsburgh, Pennsylvania, he will furnish him with photographs and working drawings. (See Figs. 2-3)

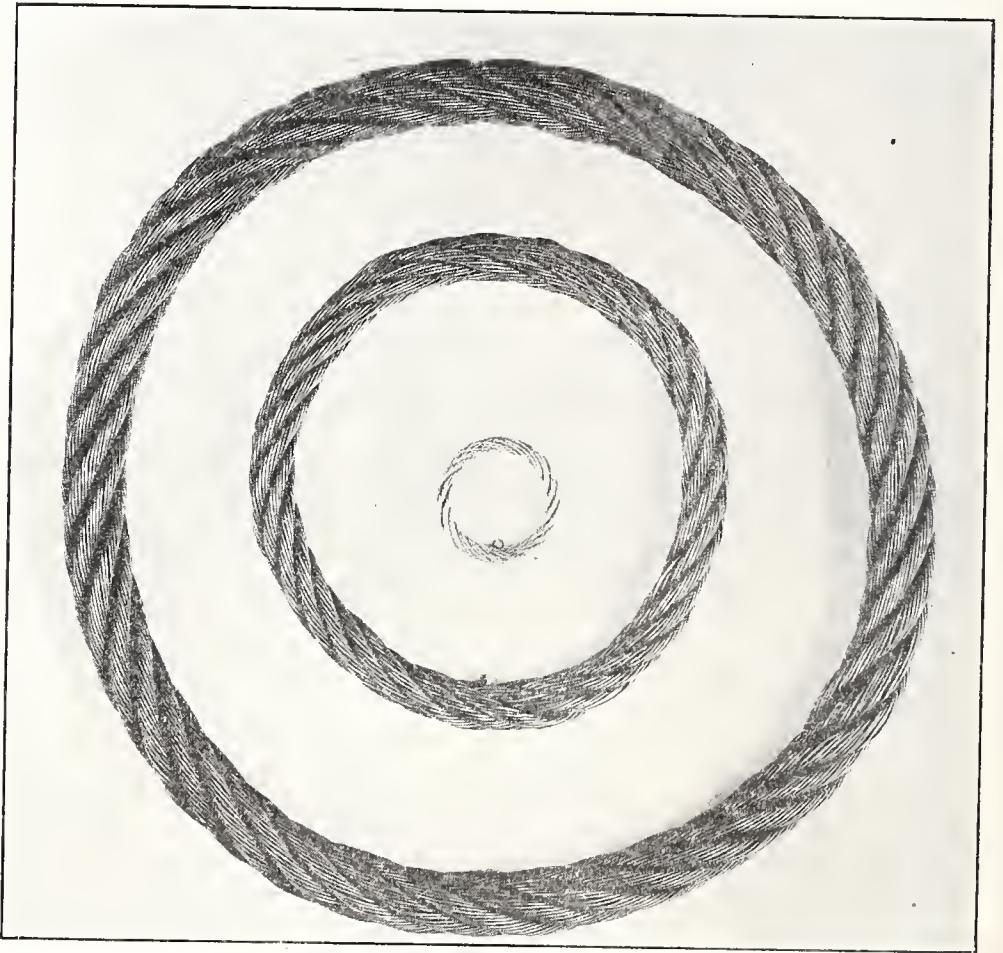
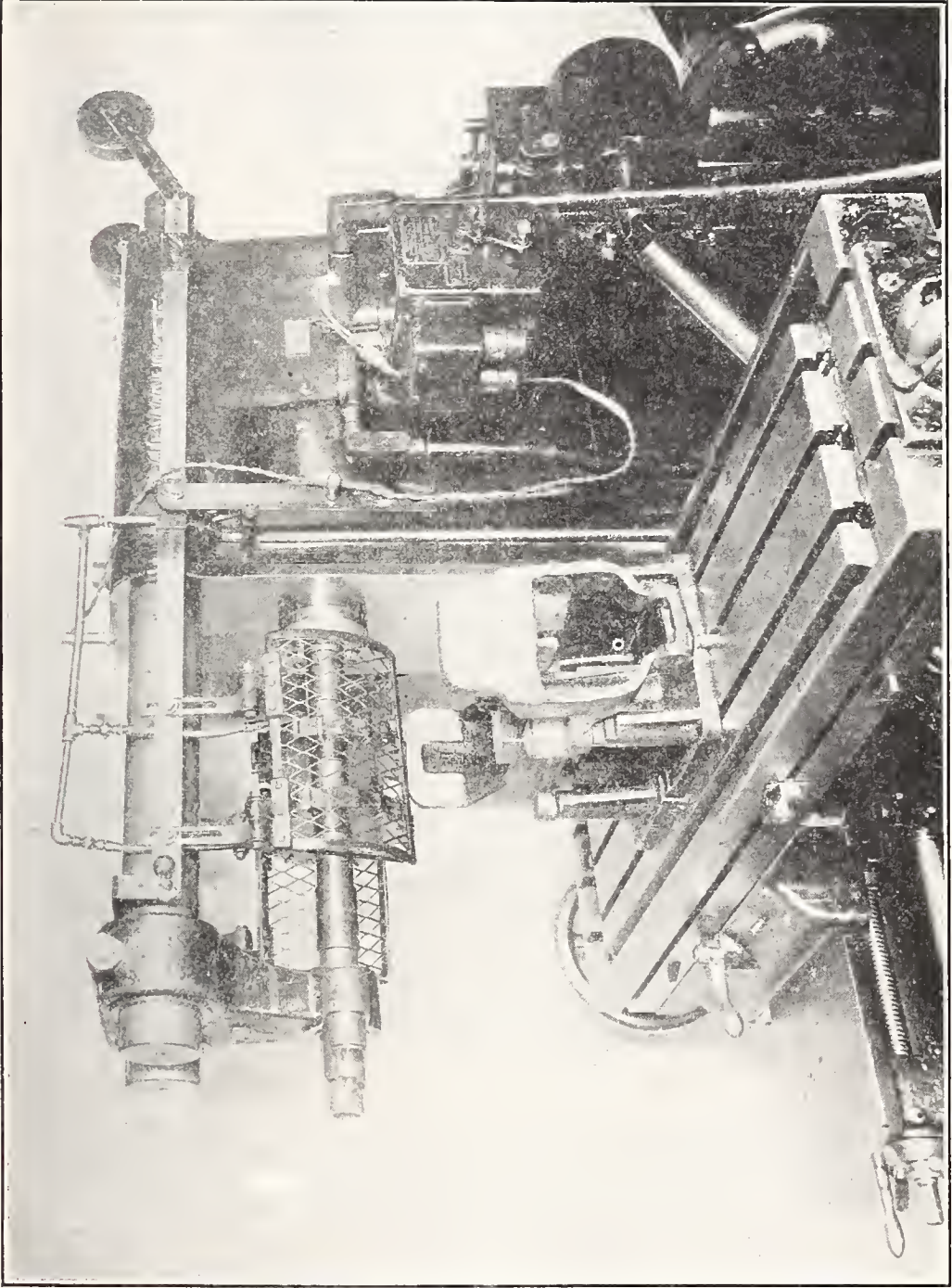


Fig. 2.—Rings Showing How Cables May Be Spliced When Used For Slings Instead of Chain or Ropes. A very good illustration of how even short ring lengths of steel cable can be firmly spliced without a hump to interfere with their use as slings.



WING GUARD FOR MILLING MACHINE

Fig. 3. This guard consists of two wings, one on either side of the cutter. The entire guard cannot only be thrown up out of the way as shown, but can be slid back and forth horizontally to suit location of cutter, while each wing can be adjusted up and down for various sizes of cutters and can further be swung back on hinges. The wings can be made of expanded or sheet metal, wire or transparent material.

SUMMARY OF SOME RECENT DECISIONS OF WORKMEN'S COMPENSATION BOARD

ACCIDENT

Compensation was awarded by the referee for disability resulting from dermatitis which he found was produced by contact with chemical dyes while handling ribbon in dry goods store. On appeal the medical testimony was held by the Board to justify the finding of the referee as to the origin of the disease and the result was held to be violence to the physical structure of the body.

Roller *v.* Drueding Bros. I Board Decisions, 89 cited.

A—4067 Burke *v.* State Workmen's Insurance Fund.

Opinion by Walnut, Chairman, September 23, 1925.

AVERAGE WAGE

Where the employe worked more days than the mine actually worked, his employment averaging 6 days a week, the average weekly wage is found by multiplying the daily wage by six, and not by five and one-half. Petition of defendant to review agreement refused.

A—3227 Bonassi *v.* Pittsburgh Coal Co.

Opinion by Houck, Commissioner, September 3, 1925.

COURSE OF EMPLOYMENT

A night watchman was instructed by his superior to purchase oil from time to time as it was needed by him in his employment. Under these instructions the claimant would take his oil can with him to his home when he quit work in the morning and in the evening on his way to work would go to the store to get oil. While on his way to secure oil there was an explosion of dynamite caps on a lot which he was passing and a portion of a cap struck him in the right eye necessitating its removal. Held: Employe was on an errand for the employer furthering employer's interests and in the course of employment. Award affirmed.

A—4545 Wable *v.* Schofield Lumber Co. (State Fund)

Opinion by Houck, Commissioner, September 9, 1925.

Claim was made for compensation by dependents of an employe who died from a gun shot inflicted by the foreman of the defendant company. The deceased was employed as a cook for the defendant which was engaged in construction work and utilized a pullman car for living, sleeping and dining quarters. He became dissatisfied with certain conditions relating to his employment and protested to the foreman. He later engaged in an altercation with the foreman whom he attacked with a knife in hand which he held in a raised position as if to strike or throw it at the foreman. The foreman called upon him to drop the knife but he kept on approaching in a threatening way until within six or eight feet of the foreman when the latter shot him resulting in death as above indicated. The referee found that the death was the result of an accident sustained while the employe was in the course of his employment and awarded compensation which award was affirmed by the Board.

A—4422 Curran *v.* Vang Construction Co.

Opinion by Walnut, Chairman, September 30, 1925.

DEPENDENCY—CHILD

In loco parentis—An employe who was killed in the course of his employment was held to have stood in *loco parentis* to a niece, under the age of sixteen, who was living in his home, was supported by him and was being cared for by himself and wife at time of the employe's death, although the father of the child was still living and had a number of other children who lived with him.

A—4500 Doyle *v.* Pennsylvania Sugar Co.

Opinion Houck, Commissioner, September 4, 1925.

DEPENDENCY—PARENT

The Board sustained the award of the referee of compensation for partial dependency of the claimant upon her son who was a "single man about twenty-five years of age, always lived at home and gave all of his earnings to his mother, who used this to help support the household."

A—4456 Ziegler *v.* Lewars and Stanton.

Opinion by Houck, Commissioner, September 3, 1925.

Deceased employe was one of four sons who gave their earnings to their parents. The father was 60 years of age and of limited earning power owing to infirmities of old age. The parents own their home and a farm of about 35 acres. It was held that beyond the very general statements of the claimant relative to curtailment of living expenses since the death of his son there was nothing to support a finding that the family was in any way affected in its manner of living by the son's death, and that these statements are at least partially refuted by definite evidence of property owned, a family earning power and continued ownership of two automobiles which of itself would indicate that there has been no change in the manner of living of the family. Upon hearing *de novo* the Board disallowed compensation.

A—3375 *Enerico v. Northwestern Mining & Exchange Co.*
Opinion by Walnut, Chairman, September 29, 1925.

The deceased was one of a family of 9 children, 5 of whom were wage earners and gave the money they earned to their parents. The total income of the family including the earnings of the father was \$470.00 per month. The Board in the course of the opinion observed that the family budget had not arrived at a point where the entire receipts were not needed for necessities even under limited definitions of that term, that the removal of one of the sons would affect the financial status of the family adversely. It was accordingly held that the parents were partially dependent. Compensation awarded.

A—4030 *Handerahan v. Susquehanna Collieries Co.*
Opinion by Walnut, Chairman, September 29, 1925.

DEPENDENCY—WIFE

Disallowance of compensation to a widow residing in Czecho-Slovakia was affirmed where it appeared from her own testimony that her husband had lived in America for about 18 years prior to the accident which resulted in his death. The evidence of the widow consisted entirely of her own testimony that certain contributions were received until 1914 after which she had received no word from her husband. It further appeared from the record that some ten years after the departure of her husband she gave birth to a daughter who was manifestly illegitimate.

A—4403 *Zelac v. Crucible Fuel Co.*
Opinion by Walnut, Chairman, September 16, 1925.

DISABILITY

It appeared from medical evidence that the claimant sustained a crushing fracture of the twelfth dorsal and first lumbar vertebrae, as a consequence of which, movement of the spine causes pressure on the nerve roots and results in pain. The defendant appealed from order of the referee reinstating compensation, contending that the claimant is not totally disabled. The referee and the Board adopted the view of one of two doctors who testified, that the only work the claimant should do is something with his hands and while an operation might improve his condition he is at present totally disabled. Quoting from the opinion "if all the work this claimant is able to do is something with his hands, then he is totally disabled from an industrial standpoint because such employment cannot be obtained."

A—4570 *Gasperin v. Consolidation Coal Co.*
Opinion by Houck, Commissioner, September 2, 1925.

Claimant fell through a bridge a distance of thirty feet and sustained an injury to his knee. Accident occurred July 12, 1923, and at a hearing February 4, 1924, the referee dismissed the claim without prejudice, finding that there was no disability, claimant having worked practically every day up to the time of the hearing. At a hearing in May, 1924, it was found that there was disability but that it was not due to the accident. Case came before the Board on appeal and claimant was sent to a specialist for examination after which a rehearing was ordered and compensation awarded which award is now affirmed as well as the order for payment of bill of the specialist, \$40.00.

A—4465 *Lightcap v. Consolidation Coal Co.*
Opinion by Morrison, Commissioner, September 10, 1925.

DISFIGUREMENT

Upon hearing *de novo* an award was made for payment of compensation for disfigurement for a period of 50 weeks for an injury consisting of burns caused

by an explosion of gas, the injury involving the ears, eyelids and scarring of the face.

A—4100 Farley *v.* Lehigh Coal & Navigation Co.

Opinion by Walnut, Chairman, September 2, 1925.

DISEASE AND INFECTION FOLLOWING INJURY BY ACCIDENT

Employee suffering from endocarditis not sufficiently severe to interfere with his work. While working on a scaffold about twenty feet from the ground a loose plank struck him on the knees and he fell on a concrete form. Complained of being hurt and frightened. Continued to work one month when he became disabled and died two months later of cardiac decompensation. Evidence held to support referee's finding that accident aggravated heart condition and hastened the death.

A—4456 Ziegler *v.* Lewars and Stanton.

Opinion by Houck, Commissioner, September 3, 1925.

Death from acute nephritis superinduced by inhalation of turpentine fumes held to be an accidental injury in course of employment.

A—4489 Austin *v.* George McDonough Co.

Opinion by Houck, Commissioner, September 4, 1925.

Employee was subjected to unusual exertion endeavoring to move a truck which had been stalled. There was some evidence that he had received a blow when the truck hitting a stone jumped out of gear and slid about four feet. Medical testimony held to support finding that the exertion aggravated a preexisting condition of the heart and hastened his death.

A—4315 Margaret Johnston & Jack Williams *v.* J. Hirshberg Co., Inc.

Opinion by Morrison, Commissioner, September 8, 1925.

Accident late in September or beginning of October, 1923, resulting in broken ribs. Some time in October after the accident decedent had a tooth extracted which was followed by acute septicemia and gangrene from which he died. There was evidence to show that the injury to the ribs had healed. Finding of no connection between accidental injury and death affirmed.

A—4512 Vavrek *v.* Hudson Coal Co.

Opinion by Houck, Commissioner, September 8, 1925.

The death of the deceased employee who was about fifty years of age occurred while he was engaged in the course of his employment as a fireman for the Ashland School District. He had been treated during the same year (1924) for dilatation of the heart having been confined to his bed for three weeks or more. He was then discharged but instructed to use caution because a heart condition like his was treacherous. Medical testimony also indicates that his condition was a progressive one. He was required in his employment to take coal from a bin in a wheelbarrow to a furnace and shovel the coal into the furnace. He was not seen for possibly ten minutes prior to his death, which resulted from acute dilatation of the heart. The Board held there was evidence to support the inference that the exertion incident to decedent's work caused his death and was an accident within the meaning of the Workmen's Compensation Act.

A—4438 Knock *v.* State Fund, Ashland School District.

Opinion by Walnut, Chairman, September 2, 1925.

The claimant was injured by escaping ammonia from an ice machine from which a gasket had blown off, the ammonia striking him in the face. He received medical attention, remained off duty for a week, worked one week then became disabled and was eventually admitted to a Sanatorium for consumptives. The Referee awarded compensation and defendant appealed. The Board referred the record to an impartial physician, Dr. Robert G. Torrey, Philadelphia, for examination and adopted the view expressed in his opinion "that the claimant was accidentally injured by ammonia and that this accidental injury most probably caused his subsequent disability by injuring the air passages and lungs and causing inactive tuberculosis to become active and progressive."

A—3614—Freifelder *v.* Kordroff & Son.

Opinion by Houck, Commissioner, September 2, 1925.

Claimant suffering from Brights disease and possible valvular heart disease, met

with an accident in which he was dragged by a runaway horse and severely injured. After the accident he remained in a comatose condition for four days. The Board held that the medical testimony sustains the finding that death was due to the aggravation of a preexisting condition. Award affirmed.

A—4401 *McConnell v. M. O'Herron Co.*

Opinion by Morrison, Commissioner, September 10, 1925.

Compensation was awarded by the referee for disability resulting from dermatitis which he found was produced by contact with chemical dyes while handling ribbon in dry goods store. On appeal, the medical testimony was held by the Board to justify the finding of the referee as to the origin of the disease and the result was held to be violence to the physical structure of the body.

Roller v. Drueding Bros. I Board Decisions, 89 cited.

A—4067 *Burke v. State Workmen's Insurance Fund.*

Opinion by Walnut, Chairman, September 23, 1925.

Pneumonia—employee died of lobar pneumonia, April 11, 1924. The dependents claimed compensation attributing the disease to an alleged accident consisting of a strain of back and shoulder while lifting a locomotive driving box on March 23rd, 1924. The only evidence in support of claim was that of the wife who testified that the deceased complained immediately upon his return home several hours after the alleged occurrence. Two fellow employees remembered the lifting but knew nothing of an injury. Held: accident not proved by competent testimony and causal relation between alleged accident and pneumonia not established. Disallowance affirmed.

A—4366 *Steele v. Penna. R. R. Co.*

Opinion by Walnut, Chairman, September 23, 1925.

Tuberculosis—the claimant sustained severe injuries in a mine explosion which produced disability extending over a period of about 4 weeks and a second injury 6 months later also resulting in about 4 weeks loss of time. The injuries were held to be a contributing factor in lighting up a tubercular condition which resulted in total disability.

A—4396 *Gibb v. New Field By-Products Coal Co.*

Opinion by Walnut, Chairman, September 29, 1925.

A machinist while standing at his lathe fell and struck his head inflicting a wound on the left side near the temple region. The fall was followed by unconsciousness, convulsions and a marked change in the man's mental condition. He had been a good workman for 15 years prior to the fall and some two months later his mental condition was described as that of a six year old child. He never recovered from the injury sustained March 6, 1921, and died March 4, 1924. Compensation awarded to dependents.

Misc—91 *Held v. Pressed Steel Car Co.*

Opinion by Walnut, Chairman, September 30, 1925.

EMPLOYER—EMPLOYEE

The defendant who was a contractor engaged in building a road engaged Thomas Riffle to do hauling, the latter to furnish his own team and to receive \$1.00 per hour. Riffle drove his own team generally but because of illness in his household engaged Wilbur Graham, the claimant, to drive the team, Graham to receive \$4.50 per day. Riffle was carried on the defendant's payroll but Graham was not. Graham sustained an injury while engaged in recapturing some horses which had escaped from Riffle's barn. Referee held Morgan responsible for compensation and his award was affirmed.

A—4480 *Graham v. Gwilym T. Morgan.*

Opinion by Morrison, Commissioner, September 16, 1925.

Claimant was employed by the defendant, a copartnership, insured by the Employers' Mutual Insurance Company of N. Y. Prior to the date of his injury application was made by the partners and a third person for a corporation to be known as Eastern Sand and Gravel Co., and letters patent issued but were not recorded in the recorder's office, as required by law. The insurance carrier undertook to find that the claimant was paid from an account opened in the name of the Eastern Sand and Gravel Company, but evidence showed that this account was opened before the letters patent were received and the money deposited was raised by the partners individually and jointly. Claimant was held

to be an employe of the partnership. The Board sustained the action of the referee by awarding compensation upon hearing *de novo*.
 A—4110 Monroe v. Cunningham & Maginley.
 Opinion by Walnut, Chairman, September 29, 1925.

EVIDENCE

Pneumonia—employe died of lobar pneumonia, April 11, 1924. The dependents claimed compensation attributing the disease to an alleged accident consisting of strain of back and shoulder while lifting a locomotive driving box on March 23rd, 1924. The only evidence in support of claim was that of the wife who testified that the deceased complained immediately upon his return home several hours after the alleged occurrence. Two fellow employes remembered the lifting but knew nothing of an injury. Held: accident not proved by competent testimony and causal relation between alleged accident and pneumonia not established. Disallowance affirmed.

A—4366 Steele v. Pennsylvania Railroad Co.
 Opinion by Walnut, Chairman, September 23, 1925.

Burden of proof—the claimant lost his eye which was removed in December, 1922. Medical testimony was held to show that the condition which caused the loss of the eye might have resulted from injury or from natural causes. The referee awarded compensation for the loss of the eye but the Board, after hearing *de novo*, held "the record in this case is so doubtful as to the accident and the credibility of the claimant's story is so materially affected by all the testimony of record that we are not satisfied that he has established an accident with sufficient certainty to justify an award."

A—3793 Denish v. Temple Coal Co.
 Opinion by Walnut, Chairman, September 29, 1925.

EYE—LOSS OF USE OF

Claimant alleged that a piece of shell entered his eye while employed at "shocking oysters" which resulted in a cataract. He was wearing glasses at the time, had no recollection of any foreign substance striking his eye, there was no evidence of anything having been removed therefrom, and he only knows that he felt a tickling or scratching sensation, which he claims began on a certain date while so employed. The Board sustained the disallowance by the referee which was made on the ground that there was no proof of an accident.

A—4313 Jones v. State Workmen's Insurance Fund.
 Opinion by Houck, Commissioner, September 2, 1925.

Claimant, as a result of an explosion of dynamite in a mine, sustained serious injuries to the head and face, loss of left eye and right eye was seriously injured. The Referee upon petition of the claimant modified the agreement to provide for permanent total disability. The Board held that from the evidence it was not entirely clear that the eye was lost for all practical purposes and ordered a rehearing.

A—4569 Szpict v. Consolidation Coal Co.
 Opinion by Walnut, Chairman, September 2, 1925.

FINGER LOSS

Claimant lost first phalange of right thumb and was disabled for about three months. Finding of referee that claimant lost $\frac{1}{2}$ of thumb and award for ($\frac{1}{2}$ of 60% or 30% of \$20.00) for full period of 60 weeks affirmed.

A—4550 Micciche v. Price Pancoast Coal Co.
 Opinion by Houck, Commissioner, September 8, 1925.

Employe sustained a contused wound of finger which was followed by infection involving other parts of the hand necessitating amputation of the finger. Defendant conceded that the infection affected other parts of the hand but contended that this was caused by claimant's unreasonable refusal of earlier amputation of his finger. The Board could find no evidence to show such unreasonable refusal and refused application to confine compensation to period for loss of finger.

A—4530 Palovicz v. Glen Alden Coal Co.
 Opinion by Houck, Commissioner, September 9, 1925.

HERNIA

The Board sustained the disallowance of a claim for compensation for hernia where it appeared from the claimant's own testimony that he was not certain as to the exact date of the alleged occurrence, that he continued to work for about two months thereafter and where there was a history of the existence of the hernia prior to the approximate time of the alleged accidental injury.

A—4515 Cruikshank *v.* Peale, Peacock & Kerr.

Opinion by Houck, Commissioner, September 2, 1925.

The claimant submitted to an operation for hernia which it was admitted he suffered in the course of his employment. He returned to his home two weeks after the operation but medical treatment was continued and several injections made in his left arm. He developed a condition of paralysis of the face and of the left arm and anesthesia of the leg, subsequently a direct inguinal hernia in the immediate vicinity of the indirect one that had been operated upon. It was held that this second hernia was related to the operation of the first and the referee and the Board adopted the medical opinion that the other conditions present resulted from the operation.

A—4534 Alli *v.* Rockhill Coal and Iron Co.

Opinion by Walnut, Chairman, September 2, 1925.

Upon hearing *de novo* the Board found that the claimant while engaged in moving switch ties and unloading ballast from cars strained himself and a hernia resulted. He had no hernia prior to this occurrence. He continued to work for a period of two months when he became disabled and was operated upon, his disability continuing for a period of two months after the operation. Compensation was awarded for the period of disability.

A—4363 Miller *v.* Pennsylvania Railroad Co.

Opinion by Houck, Commissioner, September 3, 1925.

A recurrent ventral hernia at site of former operation was held to have been caused by strain incident to effort exerted in lifting a mine car. The disallowance of the referee was set aside and after hearing *de novo*, at which the testimony of an impartial expert (Dr. Nassau) was heard, compensation was awarded.

A—4112 Pantano *v.* Barnes and Tucker.

Opinion by Walnut, Chairman, September 29, 1925.

A strangulated omental hernia developed while employe was excavating and removing heavy timbers. This was evidenced by a lump which appeared ten or fifteen minutes after lifting the last timber. This fact was corroborated by testimony of fellow employes, including the foreman, by whom he was sent to a physician. Claimant testified that he was pretty sore but not sick. The first physician made a diagnosis of enlarged gland, but upon going to another physician the condition was diagnosed as strangulated omental hernia. An operation was performed on the 8th day after the accident and the claimant was discharged from the hospital after two weeks. Upon hearing *de novo* the Board called an impartial expert (Dr. Nassau) who gave positive testimony of his opinion that the claimant suffered a hernia as the result of a strain. Compensation awarded.

A—3726 Probst *v.* New York and Pennsylvania Co.

Opinion by Walnut, Chairman, September 29, 1925.

LIMITATION

On petition of the claimant to review his compensation agreement and award compensation for the loss of his eye the referee found as a fact that the loss of the petitioner's eye was due to the accident but disallowed the petition for the reason that it was not filed within 125 weeks from the date of the accident, citing Levan *v.* Susquehanna Collieries Co., opinion by the Board, 2 Dep. Rep. 445. This action was reversed by the Board upon authority of Miller *v.* Pittsburgh Coal Co., 77 Superior Court, 41; Chase *v.* Emery Manufacturing Co., 271 Pa. 365 and Girt *v.* Kerry Coal Mining Co., 272 Pa. 494.

A—3166 Ancello *v.* Elk Tanning Co.

Opinion by Walnut, Chairman, September 22, 1925.

LOSS OF MEMBERS

Following total disability from other injuries. The claimant in this case as the

result of an accident sustained a fractured skull, fracture of the jaw, lacerations of the cheek, loss of teeth and loss of an eye. On claimant's petition the referee modified the agreement to provide for payment of compensation for total disability for injuries separate and apart from the injury to the eye from June 9, 1922, to September 24, 1922, inclusive, and then an award for 125 weeks from September 25, 1922. The defendant appealed alleging that the referee had awarded compensation for 125 weeks without evidence that some or all of the disability from May 20th, 1922 to September 25, 1922, was due to the injury to the eye. The Board pointed out that the agreements on file provided specifically for compensation for the periods covered by the order of the referee. A rehearing was nevertheless ordered and testimony showed that the injury to the skull alone was sufficient to cause disability to September 25, 1922, and that the injury to the eye did not interfere with the claimant's working except for the first few weeks. Order affirmed.

A—4415 Crisafio *v.* Hubbard and Co.

Opinion by Morrison, Commissioner, September 11, 1925.

MEDICAL AND HOSPITAL SERVICES

Alleged refusal—employee sustained a contused wound of finger which was followed by infection involving other parts of the hand necessitating amputation of the finger. Defendant conceded that the infection affected other parts of the hand but contended that this was caused by claimant's unreasonable refusal of earlier amputation of his finger. The Board could find no evidence to show such unreasonable refusal and refused application to confine compensation to period for loss of finger.

A—4530 Palovicz *v.* Glen Alden Coal Co.

Opinion by Houck, Commissioner, September 9, 1925.

Injured employee was placed in a private room at his own request after having been sent to the hospital by his employer and placed in a semi-private room. There was nothing extraordinary about his injuries which would require extraordinary services. The hospital bill for thirty days amounted to \$201.50. The employer paid the hospital \$100.00 and the attending surgeons \$100.00. The application of the claimant to review the agreement and to award the full amount of the hospital bill was refused. Board's ruling cited.

A—4559 McKay *v.* Jefferson and Clearfield Coal and Iron Co.

Opinion by Houck, Commissioner, September 9, 1925.

PARTIAL DISABILITY

Calculation of wage as a basis for compensation payments. Where claimant worked every day the mine worked or a total of 96 days and earned \$62.80, an average daily wage of \$6.90, his weekly wage is ascertained by multiplying this amount by five and one-half. No evidence that employee customarily worked more than five and one-half days a week.

A—4495 Borsheski *v.* State Workmen's Insurance Fund.

Opinion by Houck, Commissioner, September 4, 1925.

PRACTICE AND PROCEDURE

Proceedings under a claim petition were discontinued by the referee, the parties having executed a compensation agreement providing for the payment of compensation at the maximum rate for an indefinite period. The claimant took an appeal to the Board from this action. The Board held that there was no basis for an appeal for the reason that the referee had made no findings of fact, conclusions of law or order and the appeal was accordingly dismissed.

A—4574 McGarry *v.* Carbon Limestone Co.

Opinion by Houck, Commissioner, September 2, 1925.

Upon hearing of petition of the defendant to terminate the compensation agreement it developed that the claimant is still partially disabled. Defendant alleged that his disability is due to the claimant leaving the hospital too soon thus injuring his fractured leg and moved to amend his petition asking that the agreement be terminated on the ground that the claimant's conduct was unreasonable for his present condition. The referee allowed the amendment but found that the claimant's condition was not prejudiced by his leaving the hospital and dismissed the petition with the suggestion that a supplemental agreement be executed. From this action the claimant appealed. The Board held that the action of the referee was equivalent to suspension of compensa-

tion payments and if compensation for partial disability cannot be agreed upon, claimant has his remedy by filing a petition to modify the agreement.
A—4429 *Divins v. General Construction Corp.*
Opinion by Houck, Commissioner, September 2, 1925.

Application for allowance of appeal after expiration of period of ten days was granted where it appeared that the claimant's attorney had made application to the referee for an appeal, stating in the letter that he was leaving town. Claimant's attorney subsequently died without any appeal having been filed. The Board held that the claimant was in no wise responsible for the delay.
Misc—97 *Bailey v. R. H. Johnson.*
Order by Morrison, Commissioner, September 16, 1925.

Application to reinstate a claim petition was granted where it appeared that the Consul of Poland had arranged for an attorney to appear before the referee but the attorney failed to do so and the claim was dismissed for non-appearance.
Misc—114 *Woto v. Delaware, Lackawanna and Western Railroad Co.*
Opinion by Morrison, Commissioner, September 16, 1925.

THE HUMAN FACTOR

A New Venture in the Field of Industrial Relations

The Massachusetts Society for Mental Hygiene issued about November 15th the first number of a new bulletin entitled "The Human Factor," which will be published quarterly as a definite part of its program. It will be expressly gotten up for the busy executive in business or industry, and will be largely concerned with the innumerable every-day problems of industrial relations. It will appeal strongly to employers, personnel workers, educators in stores or factories, management executives, employment managers, physicians, and all others who are in any way concerned with the human factor in business or industry. The subject matter will be in non-technical language, and will be sound and practical. It is hoped in this way to bring the principles of mental hygiene into the every-day life of business and industrial institutions and to make positive and definite contributions to the health and happiness of workers, and to add to their productivity.

This bulletin is published under the direction of Dr. Henry B. Elkind; Medical Director of the Massachusetts Society for Mental Hygiene, 5 Joy Street, Boston, Massachusetts.

DEPARTMENTAL PUBLICATIONS

The following publications of the Department are now available for distribution upon application:

"Decisions of the Pennsylvania Workmen's Compensation Board for the Year 1923." (Vol. VIII).

"Laws Administered by the Department of Labor and Industry" (Special Bulletin No. 5)

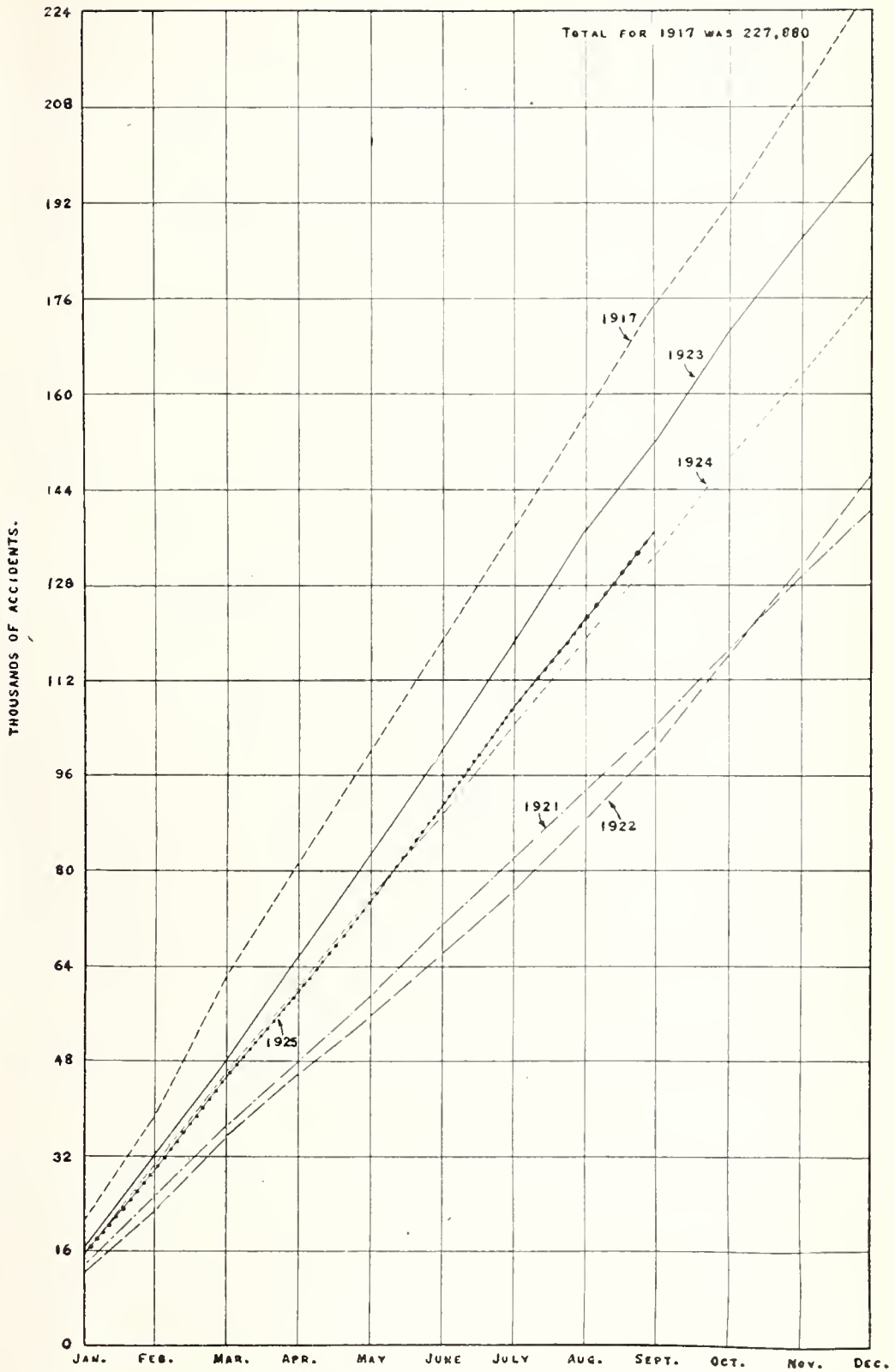
"Hernia as a Compensable Accident Under the Workmen's Compensation Act of Pennsylvania." (Special Bulletin No. 6), and

"Compilation of Elevator, Machinery, and Transmission Accidents for 1924." (Special Bulletin No. 7)

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

Month	1921			1922			1923			1924			1925		
	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total
January	196	13,776	13,972	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513	201	15,339	15,540
February	155	11,105	11,260	171	10,580	10,751	221	15,276	15,497	181	14,812	14,993	171	14,208	14,379
March	351	24,881	25,232	323	22,531	22,854	444	31,986	32,430	414	30,092	30,506	372	29,547	29,919
April	172	11,563	11,735	172	12,582	12,754	222	15,653	15,875	212	15,989	16,201	159	15,517	15,676
May	523	36,444	36,967	495	35,113	35,608	666	47,639	48,305	626	46,081	46,707	591	45,064	45,595
June	133	10,757	10,890	104	10,185	10,289	196	16,689	16,885	151	13,931	14,082	181	14,251	14,432
July	656	47,201	47,857	559	45,298	45,857	862	64,338	65,190	777	60,012	60,789	712	59,315	60,027
August	166	10,877	11,043	116	9,572	9,688	226	17,334	17,610	157	13,940	14,097	170	14,523	14,693
September	822	58,078	58,900	715	54,370	55,085	1,088	81,712	82,800	934	73,952	74,886	882	73,838	74,720
October	148	11,487	11,635	140	10,532	10,672	188	17,433	17,621	175	14,324	14,499	197	15,656	15,853
November	970	69,565	70,535	855	65,402	66,257	1,276	99,145	100,421	1,109	88,276	89,385	1,079	89,494	90,573
December	160	11,196	11,356	124	10,263	10,387	221	17,739	17,970	185	14,917	15,102	182	16,440	16,622
Totals	1,130	80,761	81,891	979	75,665	76,644	1,497	116,894	118,391	1,294	103,193	104,487	1,261	105,934	107,195
January	145	11,454	11,599	117	11,871	11,988	216	18,452	18,668	187	14,661	14,848	192	15,141	15,333
February	1,275	92,215	93,490	1,096	87,536	88,632	1,713	135,346	137,059	1,481	117,854	119,335	1,453	121,075	122,528
March	164	11,241	11,405	138	12,307	12,445	173	15,504	15,677	167	14,230	14,397	146	14,328	14,574
April	1,439	103,456	104,895	1,234	99,843	101,077	1,886	150,850	152,736	1,648	132,084	133,732	1,599	135,503	137,102
May	186	12,300	12,486	201	14,912	15,113	207	17,380	17,587	180	15,839	16,019	....	.....	.....
June	1,625	115,756	117,381	1,435	114,755	116,190	2,093	168,230	170,323	1,828	147,923	149,751	....	.....	.....
July	154	11,665	11,819	260	14,824	15,084	163	15,532	15,695	194	13,389	13,583	....	.....	.....
August	1,779	127,421	129,200	1,695	129,579	131,274	2,256	183,762	186,018	2,022	161,312	163,334	....	.....	.....
September	145	10,852	10,997	135	14,786	14,921	156	14,261	14,417	187	14,018	14,205	....	.....	.....
October .....	....	.....	.....	....	.....	.....	....	.....	.....	....	.....	.....	....	.....	.....
November .....	....	.....	.....	....	.....	.....	....	.....	.....	....	.....	.....	....	.....	.....
December .....	....	.....	.....	....	.....	.....	....	.....	.....	....	.....	.....	....	.....	.....
Totals	1,924	138,273	140,197	1,890	144,365	146,255	2,412	198,033	200,435	2,209	175,330	177,539	....	.....	.....

NOTE:—The figures in italics represent the cumulative totals by month under each classification.



COMPARATIVE INDUSTRIAL ACCIDENT TRENDS THROUGH SUCCESSIVE MONTHS BY SEPARATE YEARS.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg:Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund.

BRANCH OFFICES

Allentown:Cooperative State Employment Office,
Y. M. C. A. Building.
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona:Cooperative State Employment Office,
Post Office Building.
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.

Dubois:Bureau of Rehabilitation,
311 Deposit National Bank Building.

Erie:State Employment Office,
109 West Ninth Street.

Franklin:State Workmen's Insurance Fund,
316 Franklin Trust Building.

Greensburg:State Workmen's Insurance Fund,
309 Coulter Building.

Harrisburg:State Employment Office,
Second and Chestnut Streets.

Johnstown:State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane:Bureau of Workmen's Compensation,
Kane Trust and Savings Building.

Lancaster:Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Woolworth Building.

McKeesport:Cooperative State Employment Office,
Y. M. C. A. Building.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS
STATISTICAL REVIEW OF INDUSTRIAL CONDITIONS

EMPLOYMENT

The demand for male employees dropped somewhat during October, 1925, when calls for only 6,002 men were received at the State Employment offices in fourteen Pennsylvania cities. This is 14.7 per cent less than the number of men asked for by employers in October, 1924, and less than half the calls reported in October, 1923. The continued decline in calls for workers in the building trades is a peculiar condition at this time when the issuance of building permits shows the estimated value of building construction is surpassing all previous records in most cities of the State. Increased employment in mines and quarries and in transportation is shown, while the calls for common labor increased 7.3 per cent over October, 1924.

Calls for female employees, in October, 1925, were 23.6 per cent less than for the same month of last year. Calls by employers for domestics exceeded the number of applicants for such work by eighteen. Saleswomen were in greater demand and calls during October for this class of workers increased 55 per cent over October, 1924. Two thousand four hundred and sixty-one women applied for positions during the month, 1,488 were sent to positions, and 86.8 per cent of those sent to positions were accepted by employers.

Reports received from 882 plants show higher employment figures in October, 1925, than in September, 1925, in 34 of the 43 industries represented. The increases, however, are slight. The largest per cent of increase, 8.5, is shown by the furniture industry with 20 plants reporting. This industry reports increased business with a number of factories working overtime.

Total weekly wages for the industries collectively increased 8.5 per cent. Seven industries reported increases of more than 15 per cent. These gains are due to increased number of employees, overtime work (partly at time and half-time rate) and generally increased average weekly earnings. These factors are particularly notable in the following industries: automobile bodies and parts, electrical machinery and apparatus, iron and steel blast furnaces, cotton goods, and furniture. The large percentages of increase in wages for the industries of iron and steel forgings, of carpets and rugs, and of rubber tires and goods are more mathematical than real, and are caused by return to normal operation after partial shutdowns and summer vacations.

BUILDING PERMITS

The estimated value of construction in 17 Pennsylvania cities reporting to the Department during October, 1925, total \$24,504,653. This is \$3,345,148 higher than reported for the same cities in October, 1924. Permits issued in October of last year exceed October, 1925, by 21.9 per cent. Twelve of the cities report increases in estimated cost over last year, and five report decreases. Bethlehem, Bradford, Reading, and Williamsport show greatest gains. Bethlehem leads the list with a gain of nearly 1500 per cent. Bradford increased 325.9 per cent, Reading 84.7 per cent and Williamsport 36 per cent. Permits for 47 one-family and 20 two-family dwellings were issued in the city of Erie during October. One congregation will build a church in that city to cost \$50,000. The First Deposit Bank in Warren took a permit for a building to cost \$20,000.

The total estimated cost of construction for the first ten months of 1925 exceeds the same months of 1924 by \$41,743,668.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS

Notwithstanding the non-operation of the anthracite mines, fatal industrial accidents reported to the Bureau of Workmen's Compensation for the month of October, 1925, numbered 161, an increase of 17 over the September figure. The total for 10 months of 1925 is 1,758 which is 70 less fatal accidents than were reported for the first 10 months of 1924.

Reports of 159 permanent disabilities were received during the month which is the second largest number reported for any one month during the year, June being the high month with 160 reported. The total number of accident reports received during October is 2.9 per cent less than were received in September.

Compensation awarded in fatal cases during October amounted to \$366,893. The amount awarded in permanent disability cases was \$274,930. In temporary disability cases, compensation amounting to \$66,468 was paid. The amount of compensation incurred during the month of October is \$1,008,291 which brings the total amount of compensation incurred for the 10 months of 1925 to \$10,671,639.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

ACTIVITIES OF STATE EMPLOYMENT OFFICES

OCTOBER, 1925
(Four Weeks)

MEN

	Persons applying for positions		Persons asked for by employers		Persons sent to positions		Persons receiving positions		Persons applying for positions		Persons asked for by employers		Persons sent to positions		Persons receiving positions	
	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1925	1924
Agriculture.....	172	264	153	211	136	192	121	168			41	83	51	43	36	43
Building Trades.....	724	1,327	454	958	484	1,009	404	845			343	727	107	161	90	148
Machinery & Metals....	1,193	1,455	720	1,319	806	998	643	818			33	58	19	18	18	8
Clerical.....	346	337	111	109	120	118	71	103			775	1,361	545	732	543	731
Hotel & Inst'ns.....	811	1,069	364	419	420	512	355	412			328	375	346	437	225	223
Mine & Quarry.....	78	89	125	74	61	71	60	68			561	939	370	446	324	374
Transportation.....	340	313	132	104	171	153	125	109			86	173	56	56	282	282
Sales.....	158	173	140	135	83	124	61	93			87	193	14	22	9	22
Common Labor.....	3,758	4,055	3,245	3,023	3,437	3,112	3,140	2,875			139	248	62	40	32	29
Miscellaneous.....	885	979	538	633	597	711	525	591			68	228	28	72	11	56
Total.....	8,465	10,061 (5 wks)	6,002	6,985	6,315	7,000	5,505 1	6,082 30			2,461	4,385	1,548	2,026	1,488	1,689 1
Retentions.....																
Sep. (5 wks).....	10,009		7,011		7,325		6,414				4,130		2,530		2,013	
Aug. (4 wks).....	7,632		4,688		5,023		4,304				3,039		1,513		1,162	
July (4 wks).....	7,682		4,909		5,104		4,393				3,173		1,391		1,100	
October '23 (5 wks).....	17,854		15,136		13,606		12,588				3,945		3,192		1,898	
October '22 (4 wks).....	18,242		19,196		15,026		13,829				3,380		2,763		1,611	

WOMEN

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Reporting	Number of Wage Earners— Week Ended			Total Weekly Wages— Week Ended			Average Weekly Earnings— Week Ended		
		Oct. 15, 1925	Sept. 15, 1925	Per Cent Change	Oct. 15, 1925	Sept. 15, 1925	Per Cent Change	Oct. 15, 1925	Sept. 15, 1925	Per Cent Change
ALL INDUSTRIES (43).....	882	293,535	288,263	+1.8	\$7,612,607	\$7,013,457	+ 8.5	\$25.93	\$24.33	+ 6.6
METAL MANUFACTURES:	303	149,535	146,296	+2.2	4,184,679	3,810,995	+ 9.8	27.98	26.05	+ 7.4
Automobiles, bodies, and parts.....	20	8,738	8,232	+6.1	264,047	239,468	+10.3	30.22	29.09	+ 3.9
Car construction and repair.....	17	16,498	16,279	+1.4	440,558	442,172	- 0.4	26.70	27.16	- 1.7
Electrical machinery and apparatus.....	19	9,238	8,501	+8.7	219,344	176,984	+23.9	23.74	20.82	+14.0
Engines, machines, and machine tools.....	39	10,161	10,043	+1.2	289,859	263,058	+10.2	28.45	26.19	+ 8.9
Foundries and machine shops.....	60	9,626	9,518	+1.1	273,703	243,161	+12.6	28.43	25.55	+11.3
Heating appliances and apparatus.....	17	4,214	4,257	-1.0	125,916	112,930	+11.5	29.88	26.53	+12.6
Iron and steel blast furnaces.....	13	13,141	12,474	+5.3	371,607	330,382	+12.5	28.28	26.49	+ 6.8
Iron and steel forgings.....	12	3,341	3,369	-0.8	79,117	67,152	+17.9	23.70	19.93	+18.9
Steel works and rolling mills.....	41	40,514	40,325	+0.5	1,161,226	1,070,538	+ 8.5	28.66	26.55	+ 7.9
Structural iron works.....	18	5,589	5,342	+4.6	158,096	143,943	+ 9.8	28.29	26.95	+ 5.0
Miscellaneous iron and steel products.....	27	21,356	20,901	+2.2	609,061	549,221	+10.9	28.52	26.28	+ 8.5
Shipbuilding.....	3	4,146	4,114	+0.8	115,080	101,977	+12.8	27.76	24.79	+12.0
Hardware.....	8	1,906	1,887	+1.0	49,072	44,049	+11.4	25.75	23.34	+10.3
Non-ferrous metals.....	9	1,067	1,054	+1.2	27,953	25,960	+ 7.7	26.20	24.63	+ 6.4
TEXTILE PRODUCTS:	187	59,588	58,954	+1.1	1,317,616	1,204,480	+ 9.4	22.11	20.43	+ 8.2
Carpets and rugs.....	12	2,783	2,819	-1.3	72,604	62,583	+16.0	26.09	22.20	+17.5
Clothing.....	36	5,367	5,240	+2.4	96,961	93,642	+ 3.5	18.07	17.87	+ 1.1
Hats, felt and other.....	6	4,222	4,375	-3.5	105,617	114,896	- 8.1	25.02	26.26	- 4.7
Cotton goods.....	17	4,992	4,875	+2.4	121,384	100,992	+20.2	24.32	20.72	+17.4
Silk goods.....	52	21,719	21,386	+1.6	438,687	408,783	+ 7.3	20.20	19.11	+15.7
Woolens and worsteds.....	17	6,769	7,017	-3.5	158,301	140,815	+12.4	23.39	20.07	+16.5
Knit goods and hosiery.....	36	11,953	11,526	+3.7	275,751	243,950	+13.5	23.07	21.08	+ 9.4
Dyeing and finishing textiles.....	11	1,783	1,716	+3.9	48,311	39,819	+21.5	27.10	23.20	+16.8
FOODS AND TOBACCO:	114	24,919	24,245	+2.8	506,360	475,445	+ 6.5	20.32	19.61	+ 3.6
Bakeries.....	37	4,572	4,479	+2.1	134,387	126,740	+ 6.0	20.39	28.30	+ 3.9
Confectionery and ice cream.....	25	6,119	6,105	+0.2	127,131	123,338	+ 3.1	20.78	20.20	+ 2.9
Slaughtering and meat packing.....	14	2,120	2,053	+3.3	63,467	56,467	+12.4	29.94	27.50	+ 8.9
Cigars and tobacco.....	38	12,108	11,608	+4.3	181,375	168,900	+ 7.4	14.98	14.55	+ 3.0
BUILDING MATERIALS:	74	21,132	20,950	+0.9	622,234	588,344	+ 5.8	29.45	28.08	+ 4.9
Brick, tile, and terra cotta products.....	31	4,083	4,136	-1.3	101,614	95,140	+ 6.8	24.89	23.00	+ 8.2
Cement.....	14	7,663	7,657	+0.1	242,082	239,194	+ 1.2	31.59	31.24	+ 1.1
Glass.....	25	8,525	8,315	+2.5	253,248	230,777	+ 9.7	29.71	27.45	+ 7.1
Pottery.....	4	861	842	+2.3	25,260	23,233	+ 8.9	29.37	27.59	+ 6.5
CHEMICALS AND ALLIED PRODUCTS:	38	8,986	9,123	-1.5	258,404	259,129	- 0.3	28.76	28.40	+ 1.3
Chemicals and drugs.....	21	1,435	1,390	+3.2	37,415	36,881	+ 1.4	26.07	26.53	- 1.7
Explosives.....	3	414	413	+0.2	10,885	11,073	- 2.0	26.22	26.81	- 2.2
Paints and varnishes.....	9	839	844	-0.6	23,196	22,557	+ 2.8	27.65	26.73	+ 3.4
Petroleum refining.....	5	6,298	6,476	-2.7	186,938	188,618	- 0.9	29.68	29.13	+ 1.9
MISCELLANEOUS INDUSTRIES:	166	29,375	28,695	+2.4	723,314	675,064	+ 7.1	24.62	23.53	+ 4.6
Lumber and planing mill products.....	29	1,968	4,857	+2.3	104,967	102,220	+ 2.7	21.13	21.05	+ 0.4
Furniture.....	20	2,629	2,424	+8.5	67,759	58,401	+16.0	25.77	24.09	+ 7.0
Leather tanning.....	19	5,917	5,786	+2.3	151,173	139,632	+ 8.3	25.55	24.13	+ 5.9
Leather products.....	9	474	467	+1.5	8,879	9,054	- 1.9	18.73	17.81	+ 3.4
Boots and shoes.....	24	4,136	4,126	+0.2	78,095	73,475	+ 6.3	18.88	17.81	+ 6.0
Paper and pulp products.....	19	5,086	5,024	+1.2	128,244	121,193	+ 5.8	25.22	24.12	+ 4.6
Printing and publishing.....	10	3,886	3,760	+3.4	126,592	120,088	+5.4	32.58	31.94	+ 2.0
Rubber tires and goods.....	3	916	957	-4.3	27,501	23,284	+18.1	30.02	24.33	+23.4
Novelties and jewelry.....	3	1,363	1,294	+5.3	30,104	27,717	+ 8.6	22.09	21.42	+ 3.1

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

BUILDING PERMITS ISSUED IN CITIES IN PENNSYLVANIA
DURING THE MONTH OF OCTOBER

CITIES	1925			1924			January to October Inclusive, 1925			January to October Inclusive, 1924		
	Per- mits	Number of Buildings	Estimated Cost	Per- mits	Number of Buildings	Estimated Cost	Per- mits	Estimated Cost	Per- mits	Estimated Cost	Per- mits	Estimated Cost
Allentown.....	92	142	\$ 817,800	98	106	\$ 536,425	856	\$ 6,331,185	956	\$ 4,625,115		
Altoona.....	137	139	279,322	187	191	257,721	1,613	2,832,569	1,924	3,151,975		
Bethlehem.....	53	53	2,614,025	64	64	164,055	499	5,815,435	482	2,329,482		
Bradford.....	35	35	116,565	28	28	27,375	357	682,425	264	568,943		
Easton.....	37	37	208,380	44	44	193,690	354	2,346,126	417	1,919,977		
Erie.....	211	241	681,482	273	273	949,054	2,033	8,024,569	1,957	5,367,644		
Harrisburg.....	61	77	192,475	88	118	469,715	739	4,062,671	834	3,915,060		
Lancaster.....	101	104	409,355	71	75	531,170	780	3,759,351	837	4,506,520		
McKeesport**	14	14	42,715	93	93	241,800	.....	.....	762	2,277,448		
Meadville**	85	85	162,485	119	119	348,201	1,026	819,085	.....	.....
New Castle**	1,027	1,767	12,789,790	1,369	1,994	12,066,625	12,253	149,111,135	13,723	127,510,740		
Philadelphia.....	726	726*	2,809,268	847	847*	3,255,584	7,418	37,187,687	7,274	29,069,918		
Pittsburgh.....	243	269	1,388,525	242	267	751,875	2,229	6,942,919	2,578	5,358,047		
Reading.....	143	143	652,540	171	171	542,810	1,545	6,311,901	1,623	4,596,738		
Scranton.....	14	14	49,255	31	31	110,275	169	1,417,471	275	2,275,815		
Uniontown.....	11	11	82,875	21	21	75,090	135	772,008	126	603,173		
Warren.....	152	152	458,605	184	184	383,054	1,351	3,973,102	1,451	3,697,184		
Wilkes-Barre.....	77	77	115,565	82	82	84,990	849	2,026,386	946	1,112,363		
Williamsport.....	84	84	740,326	110	110	660,967	1,087	3,374,807	1,595	2,619,385		
Total.....	3,207	4,041	\$24,405,653	3,910	4,606	\$21,060,505	34,267	\$244,971,747	37,262	\$203,228,079		

*Number of buildings not given.
**Not included in totals for comparative purposes.
***Information received too late to go to press.

NEW BUILDINGS, ALTERATIONS AND REPAIRS IN CITIES IN PENNSYLVANIA
FOR THE MONTH OF OCTOBER

CITIES	1925			1924			New Buildings			Alterations, Repairs, Etc.		
	Per- mits	Number of Buildings	Estimated Cost	Per- mits	Operations	Estimated Cost	Per- mits	Number of Buildings	Estimated Cost	Per- mits	Operations	Estimated Cost
Allentown.....	64	114	\$778,600	28	28	\$38,700	73	81	\$517,300	25	25	\$19,125
Altoona.....	71	73	235,624	66	66	43,698	86	90	237,692	101	101	20,029
Bradford.....	19	19	72,650	16	16	43,915	27	27	25,375	1	1	2,000
Easton.....	28	28	168,205	9	9	40,175	218	218	880,085	55	55	68,979
Erie.....	165	165	562,985	46	46	118,197	68	92	415,020	20	26	54,725
Harrisburg.....	46	58	183,050	15	19	9,425	50	50	515,925	25	25	15,245
Lancaster.....	41	41	398,090	63	63	11,265	46	67	223,150	26	26	18,650
McKeesport.....	4	4	21,700	10	10	21,015	116	116	348,001	3	3	200
Meadville.....	75	75	160,815	10	10	1,670	800	1,385	11,516,090	569	609	550,535
New Castle.....	689	1,416	12,178,650	338	351	611,140	628*	628*	2,976,180	219	219*	279,404
Philadelphia.....	525	525*	2,651,918	201	201*	157,350	67	92	656,350	175	175	95,525
Pittsburgh.....	63	89	1,318,900	180	180	69,625	31	31	110,275	10	10	5,790
Reading.....	14	14	49,255	5	5	47,675	11	11	69,300	123	123	66,204
Uniontown**	6	6	35,200	75	75	61,905	61	61	316,850	47	47	8,345
Warren.....	77	77	396,700	21	21	2,565	35	35	76,645	52	52	21,639
Wilkes-Barre.....	56	56	113,000	21	21	25,841	58	58	639,328			
Williamsport.....	48	48	714,485	36	36							
York.....												

*Number of buildings not given.
**No permits required for alterations or repairs unless outside walls or roofs are changed.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

*Days Lost from Accidents Reported to the Bureau of Workmen's Compensation During January to October Inclusive 1925

CAUSE	COAL MINES										Total.
	Building and Contracting.	Chemicals and Allied Products.	Clay, Glass and Stone Products.	Clothing Manufacture.	Food and Kindred Products	Leather, Rubber and Composition Goods.	Liquors and Beverages.	Lumber and its Remanufacture.	Paper and Printing Industries.	Textiles.	
Machinery	60,061	3,242	34,633	11,008	41,126	19,694	907	108,651	28,015	52,252	888
	Boilers	68	6,143	30	15	70	.....	21	82	12,225	12
Pumps, Compressors & Prime Movers ..	22,919	16,482	471	15	6,637	6,027	60	851	6,054	32	.....
	Transmission	7,060	12,502	6,278	92	12,144	6,347	132	6,283	235	.....
Elevators	13,860	6,277	568	6,395	371	13,153	6,092	13,506	373	37,881	23
	Cranes & Derricks	114,069	9,101	20,628	36	7,141	140	233	197	278,314	.....
Cars & Engines	119,692	19,395	42,574	19	6,632	148	83	8,721	582	4,626	.....
	Motor Vehicles	140,635	24,857	943	6,268	8,103	99	6,666	758	65,905	52
Horse Vehicles	8,388	836	537	3	418	10	17	14,078	28	84	21
	Hand Trucks	4,323	937	5,020	178	7,483	819	3,091	7,431	1,073	95
Water Craft	18,522	55	.....	.....	.....	.....	.....	6,000	.....	6,290	.....
	Handling Objects	85,287	21,406	36,544	9,289	17,787	5,696	6,836	17,930	232,064	436
Hand Tools	52,031	2,742	5,814	1,696	10,153	1,550	112	13,396	2,260	74,319	69
	Electricity	90,747	12,057	12,312	72	6,057	129	148	212	91,979	.....
Explosives & Explosions	61,850	24,720	12,300	26	6,151	6,052	1,843	22	10,788	610,119	.....
	Hot & Corrosive Substances	45,645	14,941	20,335	510	2,766	1,109	493	8,946	129,998	164
Falling Objects	216,204	28,942	20,512	689	20,205	2,536	98	28,088	1,320	148,777	53
	Falling Objects (Mines & Quarries)	166	.....	.....	.....	.....	.....	.....	.....	.....	.....
Fall of Persons	426,213	17,800	61,317	8,437	13,492	13,785	18,648	3,423	17,239	213,799	6,375
	Stepping upon or Striking Against Objects	40,905	1,365	11,220	1,335	3,736	1,059	13,489	13,678	33,023	235
Miscellaneous Causes	116,744	25,348	26,838	510	13,902	6,343	114	1,132	6,553	52,474	88
	Total	1,645,389	240,718	240,552	46,393	197,056	77,899	247,468	103,322	2,274,066	8,511

* WEIGHTED ACCORDING TO THE SCALE OF TIME LOSSES FOR WEIGHING OF INDUSTRIAL ACCIDENT DISABILITIES RECOMMENDED BY THE INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

*Accidents Reported to the Bureau of Workmen's Compensation, During January to October, Inclusive, 1925

CAUSE	Building and Contracting.		Chemicals and Allied Products.		Clay, Glass and Stone Products.		Clothing Manufacture.		Food and Kindred Products		Leather, Rubber and Composition Goods.		Liquors and Beverages.		Lumber and its Remanufacture.		Paper and Printing Industries.		Textiles.		Laundries.		Metals and Metal Products.		COAL MINES				Transportation and Public Utilities.		Quarries and Mines Other than Coal.		Tobacco and its Products.		Miscellaneous Industries.		Hotels and Restaurants.		Mercantile Establishments.		Jobbers and Warehouses.		Municipalities.		Total.	
	*F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.				
Machinery	5	710	..	109	1	414	..	582	2	390	1	338	..	22	4	1,074	..	604	3	961	..	65	25	6,851	3	384	8	730	1	106	2	110	..	119	..	312	..	87	..	240	..	41	3	115	58	14,364
Boilers	6	1	4	..	2	..	1	..	6	1	..	3	..	1	..	1	2	23	1	5	..	2	..	22	..	3	..	1	..	2	..	2	1	..	2	4	88
Pumps, Compressors and Prime Movers	3	85	1	38	..	15	..	1	1	14	1	2	..	2	..	9	1	3	..	4	1	78	1	29	1	41	1	22	..	7	22	..	1	1	3	..	1	2	16	14	393
Transmission	1	9	2	15	1	20	..	6	2	8	1	6	9	1	15	..	11	3	58	1	32	..	23	..	6	2	11	4	4	2	14	238
Elevators	2	91	1	17	..	23	1	19	2	52	..	6	1	5	2	18	..	26	4	39	..	2	6	99	1	40	5	20	1	25	2	3	1	8	1	64	1	25	1	67	..	29	..	8	32	676
Cranes & Derricks	16	759	1	61	3	59	..	2	1	47	..	9	..	2	..	14	..	14	1	0	36	1,780	2	81	1	40	3	123	3	69	..	1	..	15	..	1	..	14	..	16	1	12	68	3,128
Cars & Engines	17	319	3	63	6	400	..	2	1	37	..	8	..	4	1	89	..	42	..	0	32	2,690	72	4,882	60	5,382	133	3,378	4	198	1	2	1	35	..	1	..	77	..	30	2	45	342	17,693
Motor Vehicles	22	483	4	52	..	53	1	15	1	90	1	11	..	8	1	45	..	36	..	31	..	3	6	788	1	32	..	37	43	4,218	1	39	..	2	7	101	1	7	4	268	3	84	19	639	115	6,033
Horse Vehicles	1	118	..	26	..	27	..	1	..	32	..	1	..	2	2	105	..	1	..	5	..	3	..	18	1	33	..	37	10	947	..	14	71	..	2	1	35	..	4	2	216	17	1,698
Hand Trucks	333	..	78	..	396	..	13	1	122	..	56	..	4	..	97	1	114	..	80	..	8	4	1,608	..	32	..	34	..	576	..	30	..	11	..	44	..	10	..	72	1	72	..	15	7	3,895
Water Craft	3	34	..	5	1	1	5	..	1	..	3	1	15	..	5	2	3	6	73
Handling Objects	4	3,646	2	581	3	1,694	1	222	1	595	..	299	1	68	3	784	1	442	2	490	..	32	14	9,902	5	3,339	4	2,066	3	2,311	..	378	..	48	2	620	1	271	1	901	2	348	1	407	51	29,653
Hand Tools	3	1,649	..	206	..	346	..	85	1	338	..	114	..	10	1	497	..	126	1	159	..	4	2	3,877	..	2,186	..	2,241	2	1,005	1	259	..	13	..	202	..	120	..	401	2	62	..	198	12	14,098
Electricity	15	43	..	6	2	23	..	4	1	5	..	0	..	1	..	3	..	9	..	11	16	179	10	106	4	154	30	141	..	8	7	..	2	..	9	..	1	5	3	82	724
Explosives & Explosions	8	104	6	42	2	26	..	2	1	8	1	4	..	6	..	2	..	2	1	20	6	150	98	574	11	168	3	38	2	26	2	33	1	17	1	17	1	6	3	22	147	1,267
Hot & Corrosive Substances	6	626	2	243	3	238	..	33	1	205	..	96	..	15	..	42	1	96	1	141	..	15	16	2,619	3	230	1	168	1	420	..	41	..	4	1	141	1	167	1	102	..	20	11	107	49	5,769
Falling Objects	31	1,869	3	134	4	385	..	46	2	155	..	63	..	10	4	250	..	101	1	103	..	3	16	2,837	10	287	3	158	3	488	1	142	..	6	1	123	..	35	..	181	..	62	3	126	82	7,563
Falling Objects (Mines and Quarries)	..	11	2	83	4	191	5,001	179	5,686	1	5	154	10	378	10,949
Fall of Persons	61	3,101	2	356	0	556	1	168	1	486	2	144	3	38	2	317	..	262	2	367	1	27	28	2,990	15	1,588	4	699	22	1,539	2	137	..	28	10	657	1	249	5	764	1	160	7	452	179	15,085
Stepping upon or Striking Against Objects	3	2,082	..	148	1	393	..	114	..	273	..	98	..	10	2	142	2	144	1	241	..	15	2	1,953	4	1,400	1	626	1	691	..	66	..	23	..	227	..	92	1	406	..	88	..	155	18	9,377
Miscellaneous Causes	17	551	4	103	4	260	..	32	2	133	1	31	..	7	..	85	1	41	2	69	..	8	13	1,603	7	1,022	5	514	10	673	..	63	..	2	4	244	..	24	1	147	..	27	12	272	83	5,911
Total	218	16,629	32	2,287	41	5,413	4	1,345	21	3,296	8	1,294	5	214	22	3,583	9	2,081	18	2,751	1	186	228	10,112	126	21,281	296	18,829	299	16,744	25	1,753	2	267	29	2,823	6	1,113	17	3,710	10	1,052	71	2,716	1,758	149,485

*F.=Fatal N. F.=Non-Fatal.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

ACCIDENT REPORTS RECEIVED

AGREEMENTS APPROVED

1925					1925					1925					
Fatal		Permanent Disability		Temporary Disability		Total		Fatal		Permanent Disability		Temporary Disability		Total	
January.....	201	152	15,187	15,540	January.....	283	267	6,599	7,149						
February.....	171	127	14,081	14,379	February.....	157	250	5,833	6,240						
March.....	159	132	15,385	15,676	March.....	138	264	7,014	7,416						
April.....	181	127	14,124	14,432	April.....	195	320	6,287	6,802						
May.....	170	130	14,393	14,693	May.....	175	283	7,931	7,931						
June.....	160	160	15,496	15,853	June.....	140	295	6,581	7,016						
July.....	182	158	16,282	16,622	July.....	164	263	6,377	6,377						
August.....	192	134	15,007	15,333	August.....	143	285	5,914	6,342						
September.....	144	111	14,317	14,572	September.....	121	219	5,966	5,966						
October.....	161	159	13,823	14,143	October.....	140	338	6,395	6,873						
Total.....	1,758	1,390	148,095	151,243	Total.....	1,656	2,784	63,672	68,112						
1924					1924										
November.....	194	106	13,283	13,583	November.....	109	239	6,546	6,894						
December.....	187	132	13,886	14,205	December.....	155	285	6,039	6,419						
*Grand Total.....	24,435	7,420	1,779,677	1,811,532	*Grand Total.....	19,620	16,335	644,759	680,714						

COMPENSATION AWARDED AND PAID

	1925	Fatal Comp. Awarded	Fatal Comp. Paid	Disability Comp. Paid	Total Comp. Paid
January.....	\$ 641,085	\$ 331,574	\$ 680,555	\$ 1,012,129	
February.....	437,462	243,520	551,749	795,269	
March.....	440,868	243,656	670,200	913,856	
April.....	544,427	303,905	521,024	824,929	
May.....	546,570	289,804	723,059	1,012,863	
June.....	358,888	229,889	730,810	960,699	
July.....	485,980	396,942	568,190	964,232	
August.....	417,352	240,371	339,399	779,170	
September.....	336,080	241,288	605,306	906,591	
October.....	366,893	286,998	532,211	819,209	
Total.....	\$ 4,565,605	\$ 2,807,047	\$ 6,182,503	\$ 8,989,550	
1924					
November.....	350,987	286,052	533,521	819,573	
December.....	415,996	264,122	606,408	869,530	
*Grand Total.....	\$53,543,268	\$21,184,124	\$47,859,592	\$69,043,716	

NOTE: The above Table presents changes in a number of items from similar Tables previously published. The changes have been made as information received subsequent to the publication of former Tables made such corrections necessary.

**PERMANENT INJURIES

1925	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
January.....	9	\$ 16,873	6	\$ 14,900	18	\$ 36,217	11	\$ 19,282	52	\$ 78,205
February.....	7	16,634	4	10,214	14	25,831	14	24,480	39	57,197
March.....	10	23,357	5	11,172	13	26,601	13	23,489	30	53,591
April.....	15	33,660	9	22,558	21	12,900	6	15,480	54	80,393
May.....	2	4,386	6	14,458	16	32,124	15	26,668	43	63,466
June.....	7	17,342	8	18,060	21	40,110	21	38,727	51	81,434
July.....	10	25,538	3	7,740	10	20,535	11	19,337	40	60,635
August.....	6	14,678	8	20,315	17	35,458	16	29,868	41	60,748
September.....	8	20,640	3	7,406	17	11,990	12	21,578	40	59,116
October.....	11	25,601	6	14,999	17	35,668	14	25,030	52	78,462
Total.....	85	\$ 200,699	58	\$ 141,788	153	\$ 307,434	136	\$ 243,839	448	\$ 673,247
1924										
November.....	7	17,750	6	15,480	17	32,187	11	20,900	61	92,031
December.....	11	23,344	11	27,500	25	51,193	13	24,400	59	90,580
*Grand Total.....	1,060	\$2,071,880	733	\$1,582,399	2,372	\$4,209,552	1,338	\$2,149,301	5,795	\$7,883,908

**PERMANENT INJURIES—(Continued)

1925	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amount Paid
January.....	105	\$ 33,541	99	\$ 18,266	4	\$ 19,332	\$ 236,616	\$ 278,870
February.....	116	37,485	92	17,451	8	20,436	209,738	233,682
March.....	132	43,841	100	18,782	8	21,134	221,867	280,480
April.....	150	48,994	116	21,274	5	3,620	270,865	194,925
May.....	124	43,460	117	20,200	19	7,432	212,194	174,558
June.....	110	38,212	102	18,412	14	47,750	300,053	335,947
July.....	116	39,225	120	18,412	14	21,830	217,555	202,708
August.....	112	38,778	115	22,493	12	26,470	248,834	196,414
September.....	112	36,108	81	16,086	7	8,548	181,472	338,660
October.....	130	42,278	130	23,123	33	29,859	274,930	165,743
Total.....	1,207	\$ 401,922	1,072	\$198,802	114	\$ 206,413	\$ 2,437,444	\$ 2,451,987
1924								
November.....	109	36,189	74	15,162	2	5,560	235,259	178,693
December.....	104	38,231	105	17,999	3	9,922	283,169	270,888
*Grand Total.....	3,458	\$1,176,614	2,940	\$549,824	380	\$1,134,968	\$20,758,446	\$15,548,821

*Since the inception of the Act—January 1, 1916.

**Multiple losses separated respectively.

York:Bureau of Workmen's Compensation,
Central National Bank Building.

SIXTY-SIX EMPLOYEES Were Killed

LAST YEAR

and more than

15,000 WERE INJURED

**because, contrary to law and
the rules of the company,
they attempted to clean,
adjust, oil, reset or re-
pair machinery while in
motion**

**ADJUSTMENTS OR CHANGES
SHOULD NOT BE MADE
WHILE THE MACHINERY
IS IN MOTION**

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
RICHARD H. LANSBURGH, Secretary

DECEMBER

LABOR AND INDUSTRY

Vol. XII



No. 12

Featuring
The Canning Industry in Pennsylvania

Harrisburg, Pennsylvania
1925

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

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DECEMBER

LABOR AND INDUSTRY

Vol. XII



No. 12

Harrisburg, Penna.
The Telegraph Press
1925

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WHAT OF PENNSYLVANIA CANNERIES?

Prepared by

THE BUREAU OF WOMEN AND CHILDREN

CHARLOTTE E. CARR, *Director*

A highly seasonal industry, and one which is carried on largely by unskilled workers, the canning industry, has been found in many states to constitute a special labor problem. Pennsylvania has its canneries, the majority of them scattered over the rich agricultural sections of York, Lancaster, Franklin, and Adams Counties. What of the problems? What is the labor supply of these canneries; are children employed in violation of the Child Labor Law; are women working contrary to the Woman's Act; is dangerous machinery unguarded; and are the sanitary requirements of the Regulations for Canneries being violated?

Labor laws in general have taken cognizance of the peculiar difficulties of canneries and have made certain exemptions for this seasonal industry. In view of the unusual conditions under which canneries work, the Pennsylvania Woman's Act exempts them from the provision of the law limiting the daily and weekly hours of labor, but on the other hand, the Department recognizing the particular need for sanitation in food establishments, has adopted special Sanitation Regulations for Canneries and Cannery Labor Camps.

Women comprise the greater number of cannery employes and for this reason the Bureau of Women and Children instigated an investigation of the fruit and vegetable canneries of the State to determine what the existing conditions were and whether Pennsylvania actually had a problem in the seasonal canneries.

In September 1925, investigators from the Bureau of Women and Children, assisted by the supervising inspector of the Lancaster Division and the regular district inspectors, visited fifty canneries. These establishments were inspected, and employers and employes were interviewed. As a result of this investigation evidence was plentiful to the effect that Pennsylvania had, indeed, a definite problem to meet in the seasonal fruit and vegetable canneries.

MIGRATORY LABOR

Canneries are almost always located near the source of their supplies, which means that they are in an agricultural district, sparsely populated, and with only a limited supply of local labor. The outstanding factor that colors the whole cannery problem is the way canners obtain their labor supply. In eighteen of the fifty canneries visited, migratory labor was the solution. Foreign families were brought in from the cities and housed in labor camps near the canneries. (See Fig. 1.) Most of these were Polish families from Baltimore, Maryland, although one camp consisted of Italian workers from Philadelphia. The cus-



Fig. 1. One Migratory Family.

tomary procedure was for the employer to hire for the season a foreman, commonly known as "roe boss," who would contract to furnish sufficient help to operate the cannery, the employer paying the transportation, one way, at least, and sometimes both ways for the families who came and worked until the end of the season. Five of these roe bosses were paid a bonus of fifty cents or \$1.00 a head for all the help furnished, which practice was in violation of the act requiring a State license for employment agents.

Another evil of the contract system for migratory labor which sometimes works a hardship on employes is the practice of some employers of paying only at the end of the season. Some families, unwilling to live under the unsanitary conditions prevalent in certain labor camps, were unable to leave as the employer refused to pay them until the end of the season, and they were too inexperienced to know how to force him to pay. Most of the work in canneries is piece-work and the metal checks given in temporary payment for piece-work are usually accepted as currency by the local tradesmen. Although in this way the migratory families are able to purchase supplies, the checks have no other exchange value, and as a result these migratory laborers, in some cases, were virtually held in a state of peonage.

CHILD LABOR

Many children of school age, approximately 250 of them, living in the labor camps, were not attending school. Some of these children had left the Baltimore schools before the close of the session in June and none were returning before the end of September, some not before the first of November. The county schools, although perhaps just across the road from the cannery, were not equipped to take in and care for forty or more children for a month or six weeks. (See Fig. 2.) Neither was there found in any community a public sentiment in favor of these children being taken into the public schools; they were "foreigners" soon to return to their homes.

Many of these children were not only missing school, but were actually working in the canneries in violation of the Pennsylvania Child Labor Law. In the 41 canneries where minors were working, 119 minors were found illegally employed, 59 under sixteen years of age, and 60 between sixteen and eighteen years. Twelve of the children seen working in the canneries told the investigators that they were thirteen years of age or less. Forty-six, fourteen and fifteen year old children without employment certificates, were found at work. It seemed likely that the number of children actually working was considerably larger than reported, as investigators repeatedly saw little figures fleeing from the canneries and disappearing into the woods. Many of these smaller children, when questioned admitted that they did "skin" tomatoes or husk corn. Bean snapping, an occupation peculiarly adapted to child labor, was reported frequently as having been done by the children, although the bean season was over before the investigation took place.

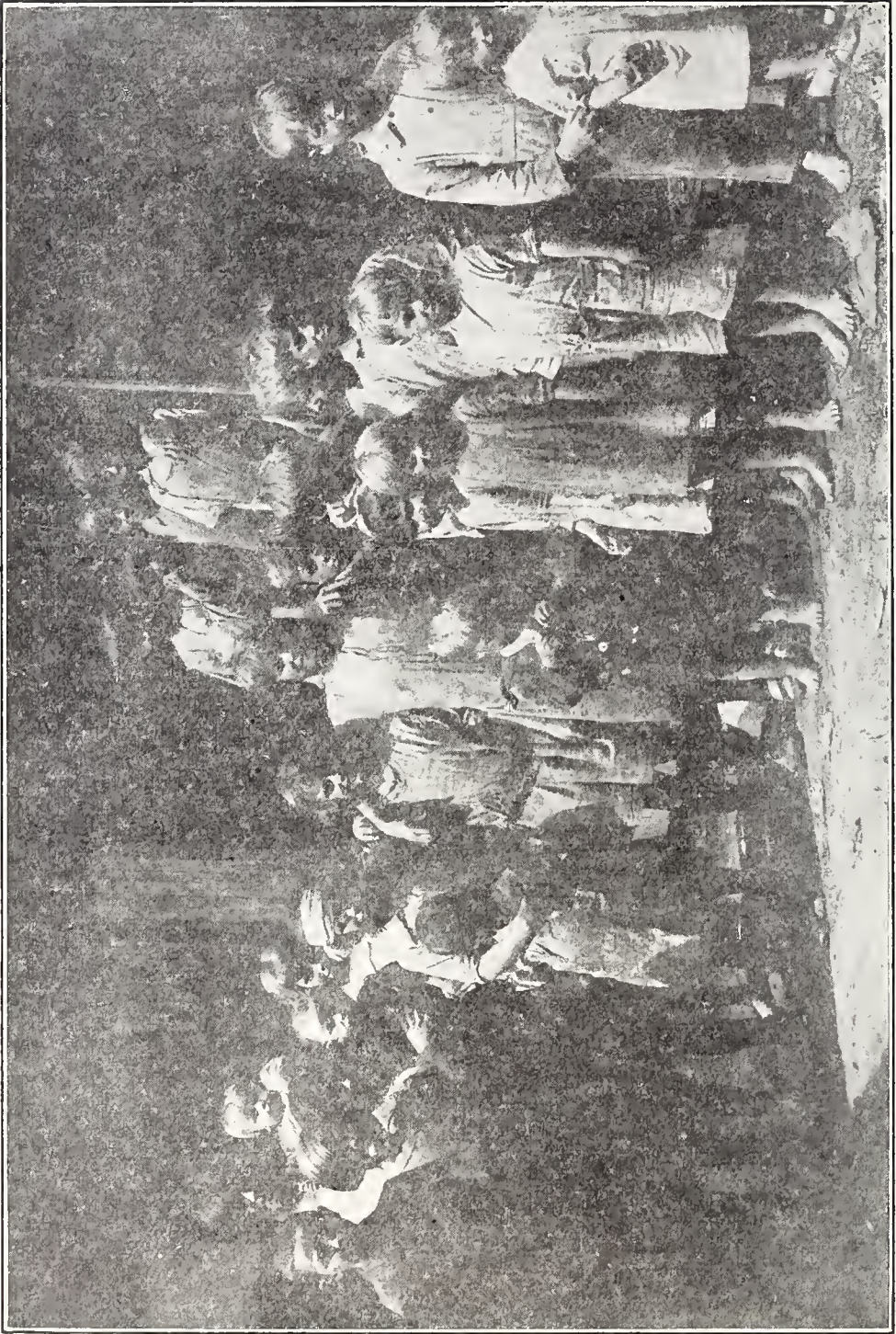


Fig. 2. A Few of the Children at One Labor Camp.

In no case were migrant children found to have employment certificates. That most of these children were residents of Maryland, enrolled in Maryland schools, even though working in Pennsylvania, complicated the matter of obtaining certificates; but even the cannery that brought its labor from Philadelphia had totally ignored the requirements of employment certificates. "Proof of age" cards, required for the sixteen and seventeen year old minors, were almost as scarce as employment certificates. In only four of the canneries visited had any attempt been made to obtain these certificates for the local children.

The legal working day of eight or nine hours was not in force for minors under sixteen. Practically all of the children worked ten or eleven hours a day and often six full days; nor was their work always finished at six in the evening. In at least three of the canneries the children were required to work occasionally until nine or ten o'clock at night, and in one cannery fifteen year old boys had worked until one o'clock in the morning. Practically no schedules of hours for minors were found posted. The piece-work system of payment is particularly pernicious in this respect as the checks given provide for payment without the necessity of the minor's name appearing on a payroll or schedule.

Conditions of work in the canneries were taxing and ill adapted for healthful employment of minors. The work required constant standing and at least three-fourths of the canneries had no seats convenient for an occasional respite. Fourteen and fifteen year-old girls and boys were found carrying and lifting boxes of cans or buckets of tomato slop as their daily routine work. Wet feet were common in the tomato canneries, as the floors often were not drained, and slats to stand on were not provided according to the requirement of the Regulations for Canneries.

Stated in the mildest terms the Child Labor Law was consistently violated in these canneries. One hundred and two separate violations of the law and one hundred and nineteen illegally employed minors were found in the forty-one canneries employing minors.

WOMEN IN THE CANNERIES

The conditions under which the women worked in these canneries could scarcely be considered conducive to health or comfort, although fewer canneries took advantage of the hour exemptions in the Woman's Law than might have been expected. Less than one-fifth of the canneries, for which the customary hours of work for women were reported, took advantage of this exemption regularly. Seventeen, however, worked more than 10 hours daily, at least, part of the time. The prohibition of work after ten o'clock P. M. was violated in eight canneries, while the provision that females under twenty-one may not work after nine o'clock P. M. was violated nearly twice as often. Only one-fifth of the canneries had schedules of the women's hours posted. In one cannery the women were working 15 hours a day for a week at a stretch, and sometimes as long as 17 hours in one day. That practically one-fourth of these canneries worked 10 hours or less daily with no night work or overtime indicates that the

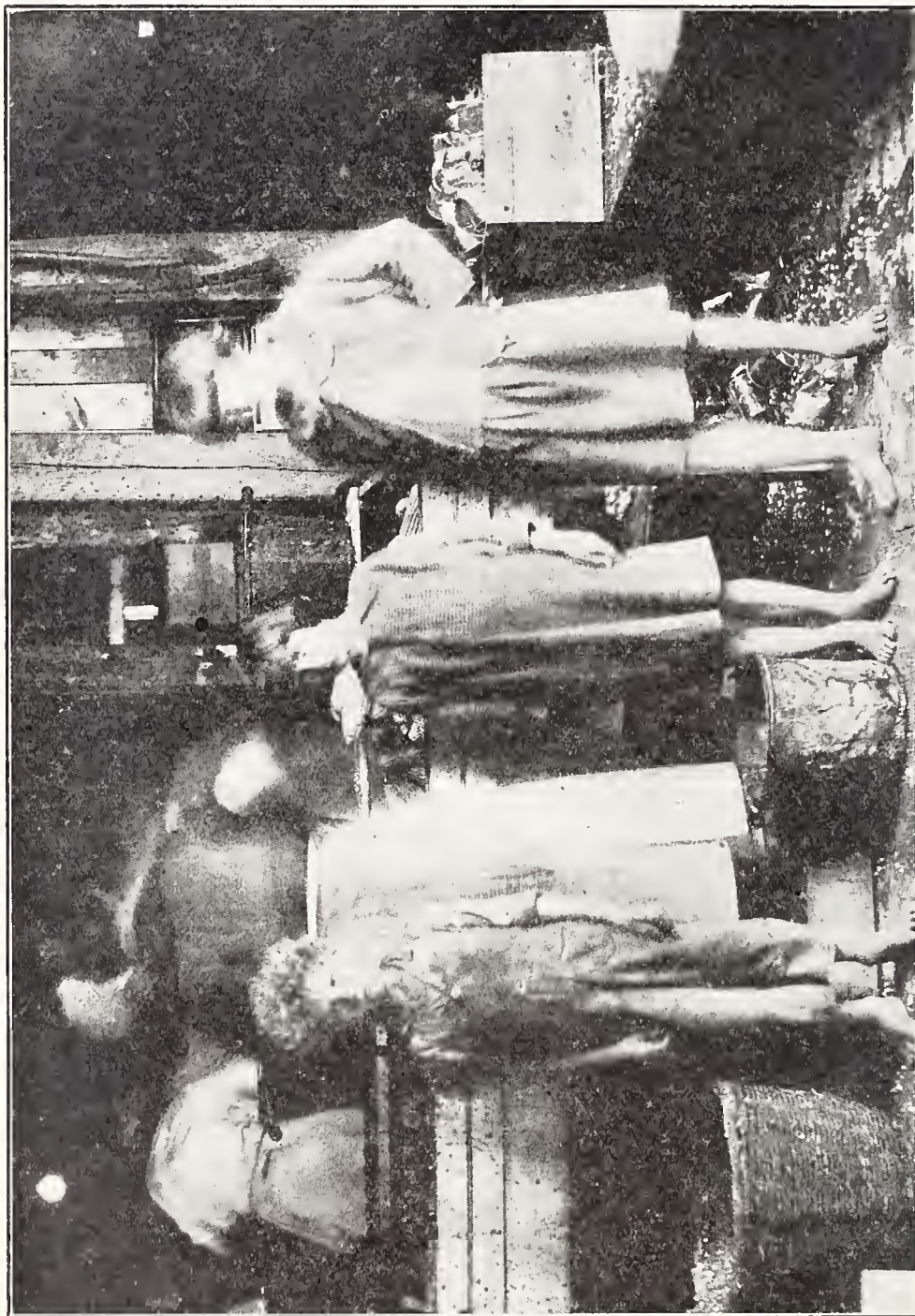


Fig. 3. Women Cutting Corn. Although These Children Were Not Working, They Were in the Canneries With Their Mothers.

industry can be carried on with reasonable hours of work. As a matter of fact several of the employers expressed the opinion that excessive hours of work did not pay because the workers became so worn out that they could not keep up production.

The midday meal period was well observed, and only one cannery failed to give at least three-quarters of an hour for supper when work continued into the evening.

Most of the women stood at their work. In only twenty of the canneries were any seats provided and they were rarely used while the women were working. Most of the seats provided were wooden boxes. (See Fig. 3.)

Work in the canneries was sloppy and disagreeable. In the tomato canneries particularly, the women often had wet feet and ankles from standing in tomato refuse and slop. Sometimes they stood on boxes to avoid the worst of the slop. One large well-equipped cannery provided rubber boots for all employes, and in a few canneries slats for the women to stand on were provided; but in most cases, the women were left to work out their own welfare.

Rest rooms for women employes numbered only seven for the 50 canneries visited, and in most cases these were makeshift dressing rooms; damp, filled with steam, and equipped with hooks for clothes and wooden benches upon which to rest.

MACHINERY GUARDING

In more than three-fourths of the canneries the guarding of machinery was inadequate. Wooden guards were usually used instead of metal. Many dangerous moving gears and fly-wheels were wholly unguarded. The guarding of machinery in canneries presents its own peculiar problem and illustrates the need for more frequent inspections than have been made in the past. Different machinery is used for each product packed. When regular inspection of a cannery, working on the first pack of peas, is made early in June, the machinery may be guarded according to regulation, but, perhaps, by the end of a few weeks' time the pea pack is over and this machinery is taken out and machinery used for packing beans is installed in its place. This new machinery may or may not be properly guarded, usually not, as this investigation showed.

SANITATION IN CANNERIES

The maintenance of proper sanitary conditions is of the utmost importance in canneries which are working entirely with food products. But the problem of sanitation and disposal of refuse in canneries is aggravated by the fact that most of the canneries are located in country districts and have no modern water supply or sewerage system.

Drinking water was usually provided in the canneries. The water supply for the canneries was usually pumped from a well into a high storage tank, then

piped through the cannery. No individual drinking cups were provided, the workers usually drinking from the cans. The drinking equipment in four canneries was an open bucket of water with a common drinking dipper.

The usual washing facility for cannery workers was a trough or tank supplied by a spigot of cold water, where the buckets and trays used for the vegetables were also washed. The requirements of the Woman's Act that women employes have a separate wash room was almost universally disregarded.

In all but three of the fifty canneries the toilets were outside privies. Very few of these were properly constructed or in good condition. At least fifteen of them were wholly unfit for human use. Some canneries failed to provide separate toilet accommodations for men and women and many failed to designate the sex when more than one toilet was provided.

The daily cleaning of the canning equipment with hot water or steam is one requirement of the Regulations for Canneries that was seldom violated. Food products sour very quickly in hot weather and if a supply of fresh vegetables were allowed to come in contact with trays or kettles tainted with decayed or soured material, the whole lot might easily be spoiled. One canner of corn and two driers of apples admitted, however, that they never cleaned their equipment during the whole season—and their plants bore witness to the truth of the admission.

The requirements for plant cleanliness not so immediately affecting the product were less scrupulously followed. Thirty employers permitted the women preparing the tomatoes or other products to go without the required washable caps. In a few canneries unwashable clothing was worn by the women and unused clothing was hanging on the walls near the food preparation, both being violations of the Regulations for Canneries. In nine canneries men were seen smoking and spitting in violation of the Regulations. Only ten canneries had the required notices posted prohibiting insanitary practices.

The method of the disposal of refuse is one of the hardest problems for the canner, and it varies with the product being canned. Corn husks and pea vines were often stacked to be hauled away later by farmers. The peelings and cores of apples were dried and sold. Tomato peelings and slop offered the greatest difficulty. Frequently they were dumped into a stream supposedly to be washed away, but this system was seldom satisfactory. Hauling away the tomato waste and spreading it thinly over fields was less offensive, and was a common practice. Half of the canneries failed to dispose of their waste according to the requirements of the Regulations.

LABOR CAMPS

Labor camps present the most difficult aspect of the seasonal cannery problem. The camp usually consists of long one-story barrack-like buildings partitioned off into small rooms, and a central place for cooking under a sort of shelter, scarcely worthy of the name of kitchen. (See Fig. 4.) Occasionally the



Fig. 4. Where One Cannery Family Cooks Its Meals.

shacks are built separate from each other. These dingy shacks are found huddled together on a low level of ground and a more desolate sight can hardly be imagined. Here the over-crowding, and lack of privacy of a congested city slum have their parallel in the open country. (See Fig. 5.) The wooden floors of the barracks in five camps were too close to the ground to admit of the free circulation of air that the requirement of the Regulations for Canneries specifies. One window to a room was the usual number found, but a transom, required by the Regulations for cross ventilation, was everywhere missing. In five canneries windows were without glass, and in all except one they were without the screening that the Regulations for Canneries require as a protection against intruders. Partitions frequently were not according to standard. In one instance a partition, lacking two or three feet of reaching the ceiling, and containing many large cracks separated a room in which four or five young girls slept from a room which was the sleeping quarters for the single men.

Over-crowding was rife in these labor camps. One room to a family and one bunk to a room regardless of age and sex was the common allotment. Six persons sleeping in one bunk was common; nine in one bunk was found in one case. Many people were sleeping not only without adequate bed space, but without half the 400 cubic feet of air space, the requirement of the Regulations for Canneries specified as the minimum for each person. In nearly one-half of these camps the bunks filled with straw were built directly on the floor. (See Fig. 6.)

The toilets in labor camps were all outside privies. Their condition was universally bad. Only one labor camp had privies meeting even one-half the requirements of the Regulations. These Regulations provide that privies must be separate and designated for each sex; be a specified distance from living quarters or other toilets; be constructed with water-tight and fly-proof vaults; have fly-proof ventilation openings; have entrance screens; and be kept clean. Two-thirds of these privies apparently were never cleaned during the season and many of them had open, over-flowing pits.

The water supply for most of the camps was passable, but usually one pump or hydrant served the whole camp. In one camp, water from an open spring which rose within a few feet of an unprotected and disgustingly dirty privy was piped a short distance below into an uncovered half barrel. This was the water supply for twenty-four families. The workers usually brought their wash tubs with them and carried the water for washing. No bathing facilities were provided beyond the dirty refuse-laden streams flowing by a few of the camps. Certainly personal cleanliness of the workers was not encouraged in any of the camps visited. A Home Mission met the need in one labor camp by installing a bath tub and running water in a vacant building near the camp where the little children might be bathed daily and where the mothers might come for their Saturday afternoon bath. Nor did this cannery owner seem to feel any shame that missionary work in the form of a bath tub and running water was needed for his group of migratory workers!

The general condition of the premises about the labor camps was anything but desirable. Not one labor camp had a slop sink; slop, therefore, was thrown anywhere.

In four camps the premises were very poorly drained. Only one had covered garbage receptacles, a few had open barrels and in many the garbage was thrown on the ground back of the shacks or over a nearby bank. Flies were as numerous as might be expected under such circumstances and the odor of decaying garbage and improperly drained canneries added the final touch to the general situation.

It was significant to find that although the physical surroundings were so generally bad most of the shacks were swept and in fairly clean and tidy condition. The care of the shack and the babies usually fell to the lot of the younger children while their mothers worked in the cannery.

SUMMARY OF VIOLATIONS

The fifty canneries investigated ran a whole gamut in the number of violations found. The best one had only two violations, the worst, thirty-three, and the average number of violations for all fifty canneries, was about fifteen.

The frequency of violations found seemed to depend on certain factors, such as product packed, size of cannery, and source of labor. Fourteen of the fifteen canneries with the most violations, packed tomatoes or corn. On the other hand, all of the corn drying establishments were relatively free from violations. The medium-sized canneries were worse offenders than the very large or the very small ones. The presence of foreign help and a labor camp made a striking difference in the number of violations. The canneries without labor camps had an average of about seven or eight violations while those with imported labor averaged eleven in the cannery proper and fourteen more in the labor camp. The greatest divergence was found in violations of the Child Labor Law. Twice as many children were illegally employed in labor camp canneries as in canneries with no labor camps, and three times as many children under 16 years of age were illegally employed in labor camp canneries as in canneries having only local help. The Woman's Act, the Regulations for Canneries, and the requirements for machine guarding were all more frequently violated in canneries importing foreign labor than in those having local help and no labor camp.

WHAT WAS DONE?

As these illegal conditions in the canneries and labor camps were brought to light by the inspectors and investigators, what was done about them?

The cannery season was so nearly over when the investigation was made that it was impossible to remedy many of the existing conditions before the canneries closed for the season. However, violations of the Child Labor Law and such others as could be rectified without an actual change in construction of the cannery were taken care of at once.

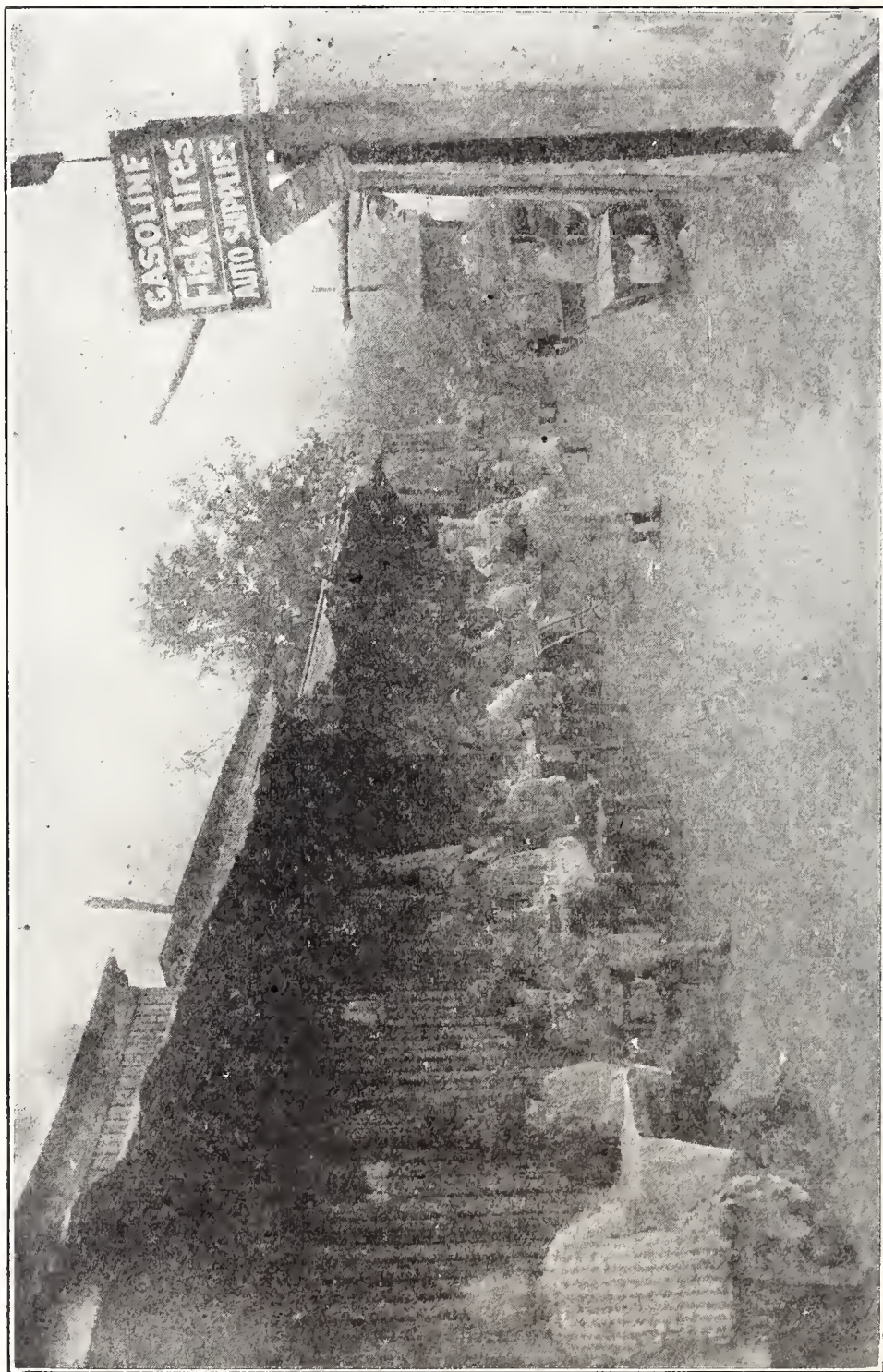


Fig. 5. A Labor Camp at Dinner Time.

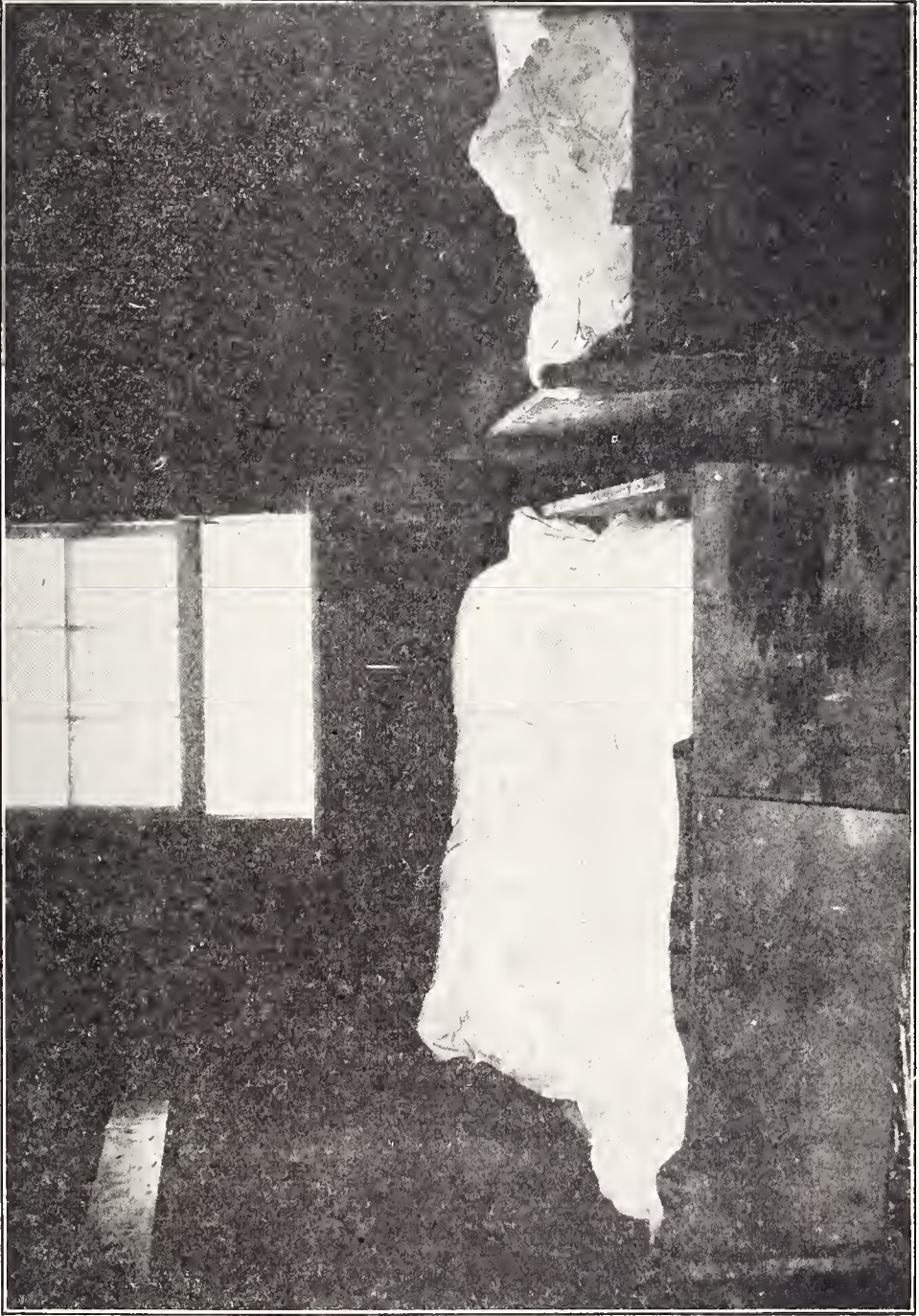


Fig. 6. Sleeping Quarters in One of the Labor Camps.

Children under 14 years of age working in the canneries were promptly dismissed and those between 14 and 16 working without employment certificates were either dismissed or ordered to procure the proper employment certificate at once. Schedules showing the hours of work for minors were also ordered posted.

Employers were warned that the hours exemption in the Woman's Act did not include the night work clause and that any employment of women after ten o'clock P. M. would be considered a violation of the Woman's Act. Schedules for women employees were required in all canneries where they were not already posted.

In canneries where accumulated refuse and neglected drainage presented a particularly serious problem, the condition was ordered changed at once, drains were opened, refuse hauled some distance away from the canneries and in a few instances the whole system of disposal of refuse changed.

Uncovered receptacles for drinking water were condemned and the proper equipment for drinking water was required at once. The open spring mentioned in this report was ordered to be covered with a water-proof concrete top and the adjoining privy removed from the immediate vicinity of this spring.

All dangerous machinery found unguarded was ordered guarded immediately.

Notices regarding spitting, smoking and other personal practices as required by the Regulations for Canneries were supplied in canneries where they were not already posted.

The unsanitary privies were ordered cleaned and disinfected. Screens were ordered erected where they were not already provided and sex designation notices posted at once wherever they were absent.

Covered garbage receptacles were required where no disposal was being made of the garbage and orders were left for covers to be provided for all open garbage receptacles then in use.

Reinspections were made of several of the worst canneries to make sure the orders were properly carried out. Many other orders were given that could not be carried out at once but which the Department will see are fulfilled before the opening of the season next year.

WHAT IS TO BE DONE?

Now that the Department of Labor and Industry knows the cannery situation, what is to be done about it before the opening of the next season?

1. The Regulations for Canneries are being revised and separated into Regulations for Canneries which will apply to the conditions in the cannery proper, and Regulations for Labor Camps which will apply to all labor camps in the State whether connected with canneries or other seasonal industries. Both sets of regulations will be revised in those respects in which this investigation revealed the present Regulations to be deficient, and in the light of other states' experience in cannery and labor camp problems.

2. Separate licenses will be required for canneries and for labor camps. Before a license is issued the canner will be required to sign an application in which he

states that he has complied with, and will continue to comply with, as far as possible, all the regulations affecting canneries or labor camps. The labor camp license will state the maximum number of persons that may be accommodated in the camp.

3. The Secretary of Labor and Industry will meet with the canners of the State at the midwinter meeting of the Pennsylvania Canners Association. He will there lay before them the amended Regulations for Canneries and Labor Camps and will explain what is necessary for them to do to bring their establishments up to standard. If at this time the Secretary is assured of the full cooperation of the canners in the State in his endeavor to make the canning industry a pride and not a disgrace to Pennsylvania, prosecutions for 1925 violations will be shelved. He will warn the canners, however, that any violations hereafter will be promptly prosecuted to the full extent of the law.

4. More adequate inspections of seasonal canneries will be made, the supervising inspector assigning to one inspector the sole duty of inspecting canneries and labor camps during the entire canning season, and assisting the canners in their efforts to conform to the laws and regulations. At least two inspections of each cannery will be made each season. An automobile will be provided for the cannery inspector to facilitate transportation.

5. The Employment Bureau has already warned employers and roe bosses of the violation of the Act regulating Employment Agents involved in the contract labor system.

6. Other Departments of the State called into this investigation have promised full cooperation in those matters coming under their particular jurisdiction. The Department of Health will assist in establishing and maintaining sanitary standards regarding water supply and disposal of refuse.

7. The Department of Public Instruction has signified its hearty cooperation in providing school facilities for all children of school age. This Department informs the Department of Labor and Industry that under the decision of the Superior Court in the Borough of Ben Avon vs. School District of Pittsburgh children whose parents have their abiding place in any school district in the State shall have school facilities provided for them. The Department of Public Instruction has so notified the secretaries of school boards in the districts where seasonal canneries are located. The issuing of proper employment certificates and proof of age cards for all employed children in these districts will be strictly adhered to by the school officials in these districts.

In conclusion: The conditions as revealed by this investigation of the Pennsylvania fruit and vegetable canneries are indeed deplorable; but the Department of Labor and Industry is determined, with the assistance of the other interested Departments of the Commonwealth and with the cooperation of the canners themselves, to bring this seasonal industry up to standards of decency and to conformity with the laws and regulations of the Commonwealth.

THE MEDICAL DEPARTMENT'S PLACE IN A SAFETY ORGANIZATION

DR. L. E. HASTINGS—*The J. G. Brill Company, Philadelphia*

The physician in industry is one who applies the principles of modern medicine and surgery to the industrial worker, sick or well, supplementing the remedial agencies of medicine by the sound application of hygiene, sanitation, and accident prevention, and who, in addition, has an adequate and cooperative appreciation of the social, economic, and administrative problems.

It is, therefore, now believed that the difference between a physician in general practice and an industrial physician consists in the latter's appreciation of the problems of industry and the application of the art and science of medicine and surgery to these problems. He is more truly a physician in industry than an industrial physician.

The number of physicians in industry ten years ago were relatively few and it was not until the various states established compensation laws that several of the larger corporations saw the wisdom of installing a dispensary with nurses and physicians.

The greatest appeal for industrial medical service and accident prevention is thru a demonstrable financial saving in such service. The sound logic of improving health standards and of preventing accidents, and the humanitarian element each contribute; but money talks. The idea in showing in dollars and cents the accomplishments of industrial medical service is to be considered, but so many of the premises are unsound and so many variables enter in that one has little confidence in the conclusion.

Recently Dr. J. Howard Beard, of the Illinois Health Service, said that there is an epidemic of injuries prevalent in the United States. Further he admonished the American Medical Association in Chicago, that the work of the great masters of modern medical science in routing contagious diseases must be duplicated in combating the epidemic of industrial and motor accidents and suicides.

Certainly the comparative figures are disquieting. For example, suicides and fatal whooping cough are about equal. Deaths in automobile accidents at railroad crossings virtually balanced those of scarlet fever.

Last year's total of motor fatalities aggregated about the number of deaths from diphtheria and scarlet fever combined. These comparisons take no account of the enormous increase of industrial accidents.

Antiseptic and bacteriological methods as applied to disease by Pasteur, Lister and their disciples are unpracticable for combating an epidemic of injuries. No serum or inoculation will cure or prevent, or even mitigate the distemper. The

sole remedy lies in fostering the highest degree of care among those exposed to hazards, involving their own lives and others.

The specific can be secured only by arousing intelligent safety campaigns aimed directly at reducing industrial injuries. Employers and employes must each do their share toward insuring the elimination of avoidable accidents.

It seems to me that the safety organization of a plant should come directly under the Medical Department of Industry, and in any event, there should always at all times be the heartiest cooperation between the Safety Department and the Medical.

The Medical Department certainly sees the immediate results of all injuries and with their records can readily locate the habitat of greatest frequency of accidents. Hence they can at once start the necessary machinery in motion to prevent a recurrence.

In our plant when a man is injured seriously enough to be taken home, he is visited as often as necessary and his return to the plant is encouraged even though he may not be able to do his usual work. But we do know that it is good psychology to get him back on the job as soon as possible.

From an abstract of the minutes of the fifty-sixth meeting of Conference Board of Physicians in Industry held in New York, June 16, 1925, quoted from *Monthly Labor Review* of March, 1925: "In a discussion of the treatment of more serious cases it was agreed that the most beneficial results to the worker recovering from an injury are obtained when he is returned to employment pending complete recovery. Compensation boards frequently permit the worker to prolong his idleness on the ground that he has not recovered from the effects of the injury. Certain types of workers are unfavorably influenced by such prolonged periods of idleness, and it is difficult to get them to again take up their usual employment."

A man injured and incapacitated for work is sent home and at once a slip is made out and sent to the Safety Department so that they are notified in writing of all serious accidents.

And in conclusion, I will quote the words of P. Junkle:

"And the end is that the workman shall live to enjoy the fruits of his labor; that his mother shall have the comfort of his arm in her age; that his wife shall not be untimely a widow; that his children shall have a father, and that cripples and helpless wrecks, who were once strong men shall not longer be a by-product of industry "

WORKMEN'S COMPENSATION BOARD DECISIONS

YOUNG v. NEW ERA ELEVATOR CO.

OPINION—CHAIRMAN WALNUT

Loss of a foot by amputation and injuries to the other foot causing loss of the use of the foot held to constitute total permanent disability to be compensated under Section 306 (c). The loss of two such members is prima facie evidence of total disability and the burden of showing the contrary is upon the defendant.

The claimant in this case was injured on December 18, 1919, in the course of his employment as a result of which his right leg was amputated about midway between the ankle and knee, and his left foot amputated at the tarso metatarsal articulation. He has been receiving compensation and has now filed a petition averring that his condition amounts to total permanent disability. The referee in describing the condition of the left foot states, "The whole half front part of the left foot is amputated; just leaving the stump of the metatarsal, the astraglis and oscalsis. The claimant has no use of the same as a foot except for the purpose of supporting the leg at the heel like a peg leg."

He concludes that this condition undoubtedly constitutes the loss of the foot, and we are satisfied that he is correct in this conclusion.

He then proceeds to find that the loss of the right foot together with the loss of the use of the left foot constitutes in this case, total permanent disability and the claimant is, therefore, entitled to compensation under the provisions of Section 306 (a) of the Compensation act, providing for the payment of compensation for permanent total disability for a period of 500 weeks, or in an amount not to exceed \$4000, as fixed by the original act of 1915. The defendant contends that this latter conclusion is erroneous, as the claimant is not totally disabled.

The referee's action is based upon the paragraph of Section 306 (c) of the Act, which provides as follows:

"Unless the Board shall otherwise determine, the loss of both hands or both arms or both feet or both legs or both eyes shall constitute total disability, to be compensated according to the provisions of clause (a)."

It would appear from this provision that the Legislature undoubtedly contemplated that an injury resulting in the loss of the members specified would result in total disability. It follows that such a loss is *prima facie* evidence that the claimant was totally disabled. The burden of proof of showing the contrary is placed upon the defendant.

In meeting this burden, we think it necessary for the testimony to go further than a mere speculation as to what a claimant might do in his disabled condition, for in none of the instances referred to in the statute is a man necessarily disabled in such a way that he is absolutely beyond the possibility of earnings. We have recently had occasion to investigate a number of cases of so called total permanent disabilities. There are instances where men with the loss of both eyes have been able by selling pencils and shoe laces to earn money. There are cases where men suffering the loss of both arms have succeeded unexpressly well in the real estate business.

In the present case the claimant is forty-eight years of age. His schooling ceased before he had gone through the grammar school. He has never done any clerical work, but has followed a trade—that of elevator construction from the time that he arrived at the age of twenty-two. As far as the record discloses, he had not worked for a number of years subsequent to the accident and prior to the hearing. Dr. Samuel Moss testified at the hearing relative to the claimant as follows:

“Q. Do you think, Dr. Moss, there is any form of work that this man can do as he is handicapped?

A. There are many things he can do in his handicapped condition. He can do any kind of work sitting down that he is fitted to do; any form of work using his hands, at an information desk, answering telephone calls, or anything of that kind.

Q. At the present time how much use of his legs does he have?

A. At the present time he cannot get around without the use of his cane; with his cane and artificial leg he can get about a little.

Q. For how long a period of time would he be able to stand on his feet?

A. That is entirely up to himself; I cannot state that.

Q. In view of what you have stated then he is not a subject of total disability?

A. No sir.

Q. Not totally incapacitated?

A. No sir.

Q. His condition as it is now is permanent?

A. Yes sir.”

It is true the doctor has testified that the claimant is not totally incapacitated. As we have already indicated the meaning of the term “total incapacity” is subject to many shades of distinction and we are not satisfied that the presumption arising from the physical condition of the claimant has been overcome by the testimony offered.

In this connection it should be borne in mind that a permanent disability resulting in the loss of one of the members designated by Section 306 (c) may or may not result in immediate apparent disability. A man’s eye may be destroyed and yet he may return to work within a brief period at a wage no less than that

previously earned. Regardless of that fact the Act grants him compensation for 125 weeks as much as if he had been totally disabled for that period. This provision is based upon the reasoning that the loss of the member has reduced the ability of the individual suffering the loss to compete with other men in industrial fields and, although he may not show the effect of this loss in an immediate reduction of wages, ultimately it will be shown. The same thought undoubtedly underlies the provision relative to total disability for the loss of two similar members. It may be that temporarily the sufferer can secure employment but tenure of his employment is precarious and uncertain and for that reason the permanency of the disability and the fact that it is total are presumed and this presumption should not be lightly set aside.

We, therefore, affirm the referee's order modifying the agreement in this case, so as to provide for the payment of compensation for total permanent disability.

DEPARTMENTAL NOTES

John H. Walker, Director of the Bureau of Inspection, was appointed on November 18th to the position of Assistant to the Secretary of Labor and Industry in charge of State-owned buildings and equipment. The number of problems incident to the administration of the Departmental policy that State-owned buildings and equipment must conform to all regulations required of private citizens clearly shows the need of this new position within the Department of Labor and Industry.

Cyril Ainsworth, formerly Director of the Bureau of Industrial Standards, was appointed Director of the Bureau of Inspection to succeed Mr. Walker. In announcing his appointment Secretary Lansburgh said, "Mr. Ainsworth's work as a safety engineer is well-known to the employers and employes of Pennsylvania. He is Secretary of the Pennsylvania Society of Safety Engineers. His work in connection with the Bureau of Industrial Standards has made him familiar with problems involved in the administration of the laws governing the employment of women and children throughout the State. I feel most fortunate in having prevailed upon Mr. Ainsworth to accept the position of Director of the Bureau of Inspection of the Department of Labor and Industry, as I know that he has, and will continue to have, the confidence of all those in the State who come in contact with the work of this Bureau."

J. M. Sandel, Danville, Pennsylvania, Safety Engineer for the National Safety Council, Chicago, Illinois, was appointed Director of the Bureau of Industrial Standards to succeed Mr. Ainsworth. Mr. Sandel is a graduate of the Pennsylvania State College in Industrial Engineering, since which time he has done safety work with the Independence Inspection Bureau, Philadelphia, the National Bureau of Casualty and Surety Underwriters, and the Standard Insur-

ance Company, prior to being connected with the National Safety Council. In announcing his appointment Secretary Lansburgh states, "The long technical and professional training of Mr. Sandel insures that the high standards set by Mr. Ainsworth as Director of the Bureau of Industrial Standards, Department of Labor and Industry, will be maintained. Those in industry of Pennsylvania who have, during the last few years, come in contact with Mr. Sandel's work as Safety Engineer for the National Safety Council will fully appreciate that the Department of Labor and Industry has been fortunate in securing Mr. Sandel to take over the important work as Director of the Bureau of Industrial Standards, and those in industry who have not yet come to know him will find in him a forceful cooperative executive who has a thorough understanding of safety and of the problems of both employers and employees in accident prevention work."

The Section of Women and Children, which was created in May, 1925, has been made an independent Bureau under the direction of Miss Charlotte E. Carr, who has been in charge of the Section since it was established. Secretary Lansburgh states, "In the short time since the creation of the Section of Women and Children, the need for the work which is being done under its direction in the Department of Labor and Industry has been demonstrated even more clearly than was the case prior to its creation. During the last six months this Section has come into immediate contact with the employers of the State, with working women, and with those organizations which are interested in the matters which its work covers. Since the work of this Section has proved to be so important, has grown so rapidly, and has been received with such favorable response alike by employer, employe, and public, it has been deemed desirable that the work be carried on by an independent bureau."

The Proceedings of the State-wide Safety Conference of the Department of Labor and Industry, held in the Hall of the House of Representatives May 22, 1925, have been printed and are now available for distribution. Copies of these proceedings may be obtained by addressing the Department of Labor and Industry, Harrisburg, Pennsylvania.

WORKMEN'S COMPENSATION BOARD

SCHEDULE OF HEARINGS FOR 1926

The Workmen's Compensation Board has announced its schedule of hearings for the year, 1926. The plan of arranging for hearings a year in advance was tried in 1925, and met with general approval. It had been anticipated that changes might be necessary from time to time due to unforeseen circumstances, but the original schedule was followed to the letter with the exception of the addition of two dates: namely, Washington, March 24th, and Shenandoah, September 29th. The schedule for 1926 follows:

Harrisburg.....	January 12
Philadelphia.....	January 13-14-15
Pittsburgh.....	February 3-4-5
Harrisburg.....	March 2
Philadelphia.....	March 3-4-5
Scranton.....	March 9
Wilkes-Barre.....	March 10
Pittsburgh.....	March 31-April 1-2
Harrisburg.....	April 27
Philadelphia.....	April 28-29-30
Pittsburgh.....	May 26-27-28
Harrisburg.....	June 22
Philadelphia.....	June 23-24-25
Scranton.....	June 29
Wilkes-Barre.....	June 30
Pittsburgh.....	July 14-15-16
Harrisburg.....	September 14
Philadelphia.....	September 15-16-17
Scranton.....	September 21
Wilkes-Barre.....	September 22
Pittsburgh.....	October 6-7-8
Harrisburg.....	November 16
Philadelphia.....	November 17-18-19
Pittsburgh.....	December 8-9-10

Hearings for places not included in this schedule to be arranged for as occasion requires.

DEPARTMENTAL REGULATIONS

The number of accidents reported to the Department of Labor and Industry in which employes working in ditches or trenches were caught and buried by slides of loose soil warranted the adoption of the following rule by the Department, and its approval by the Industrial Board on October 21, 1925:

"The sides of trenches more than six feet in depth shall be shored or braced to prevent them from caving in."

The regulations of the Department of Labor and Industry for mines other than coal were approved by the Industrial Board December 11, 1925, and will become effective January 15, 1926. Copies of these regulations may be secured by addressing the Department of Labor and Industry, Harrisburg, Pennsylvania.

SAFETY KINKS

The Safety Truck illustrated herewith was used in connection with the Thanksgiving No Accident Month Campaign at the Westinghouse Electric and Manufacturing Company, East Pittsburgh, Pennsylvania. The truck was first sent through the plant, prior to the campaign, bearing the sign illustrated in Figure 1. During the campaign the truck was sent through the plant bearing the board shown in Figure 2. This proved to be a most effective method of reviving interest in the perennial causes of accidents mounted on the board.



Fig. 1. Safety Truck—Westinghouse Electric and Manufacturing Company.

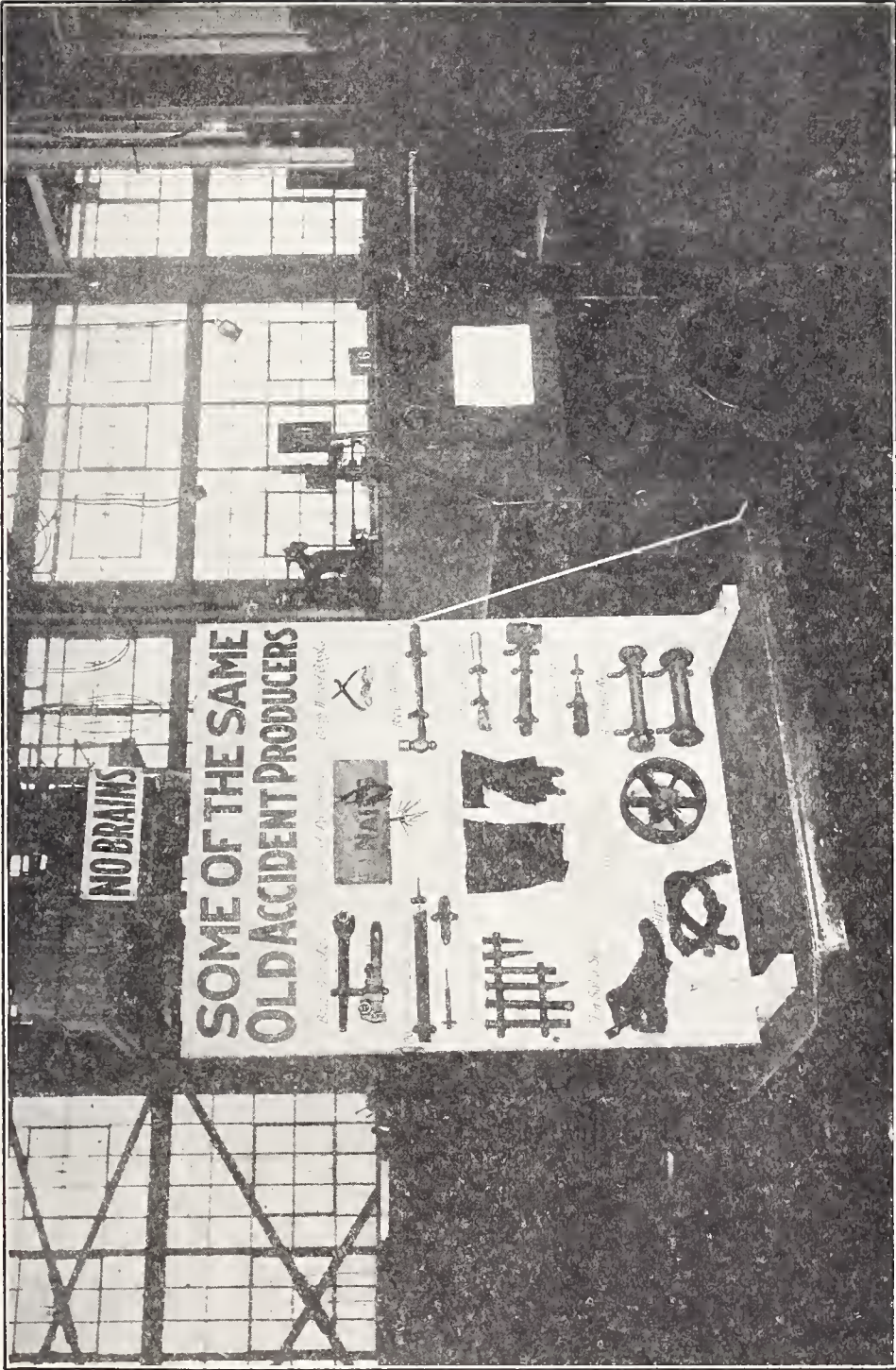
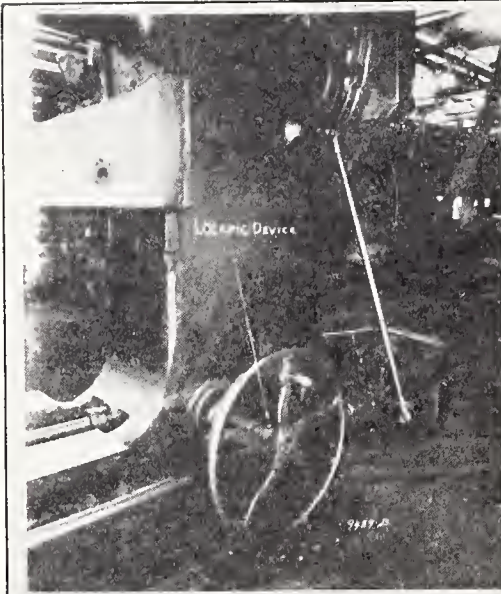


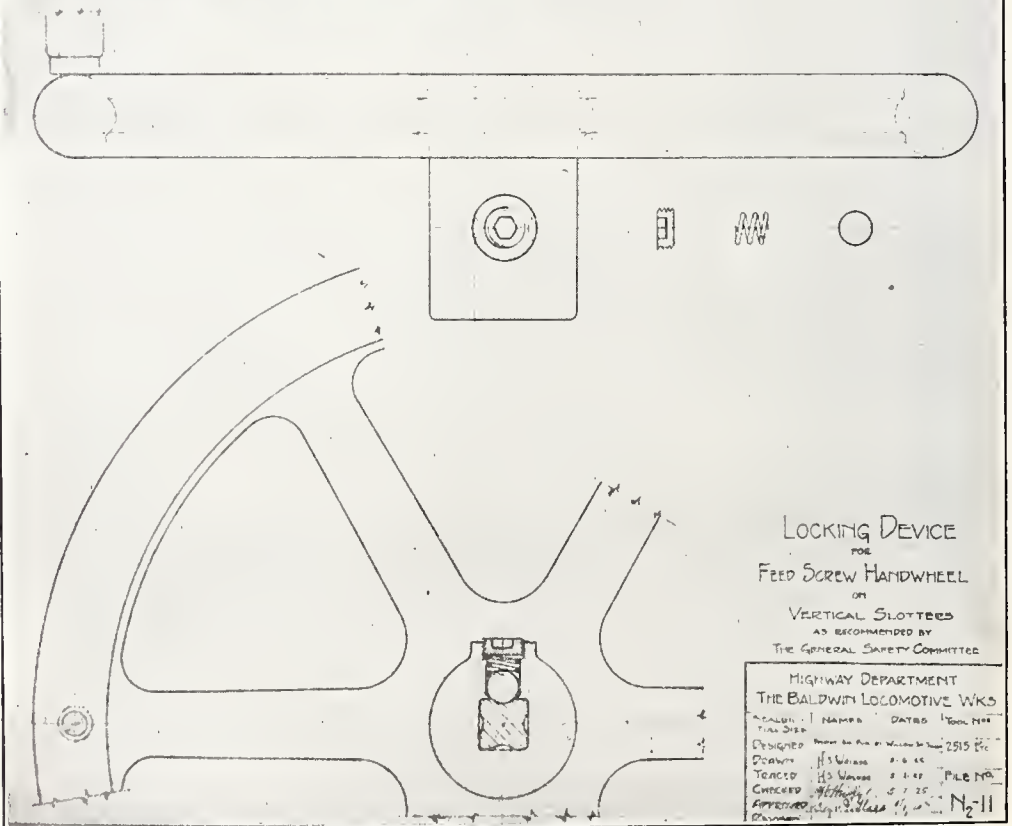
Fig. 2. Accident Producers—Westinghouse Electric and Manufacturing Company.



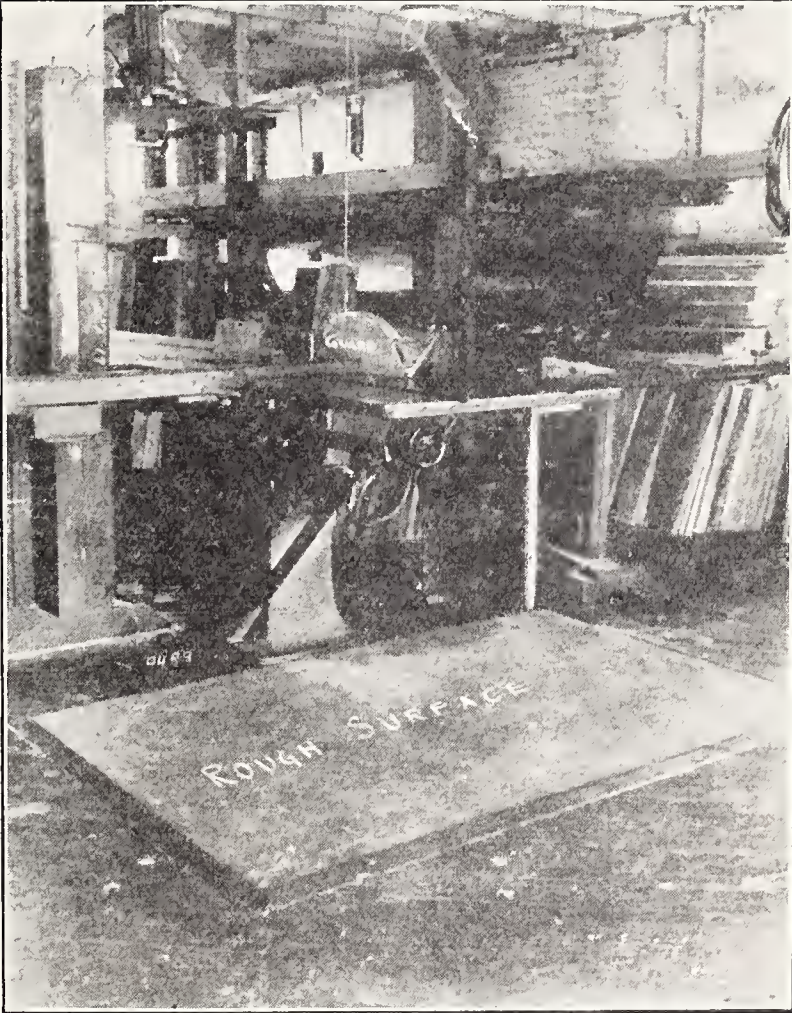
PREVIOUS TO THE INSTALLATION OF THIS SAFETY DEVICE, THE RECORDS SHOW AN AVERAGE OF ONE FOOT ACCIDENT PER MONTH, DUE TO HAND OPERATING WHEEL WORKING OFF AND FALLING ON OPERATOR'S FOOT.

THIS SIMPLE LOCKING DEVICE PREVENTS THE WHEEL FROM DROPPING OFF, AND AT THE SAME TIME THE WHEEL MAY BE READILY REMOVED WITHOUT THE USE OF ANY TOOLS.

THE BALDWIN LOCOMOTIVE WORKS.



A Simple Locking Device for Wheels. The Baldwin Locomotive Works, Philadelphia



**Fig. 2. Firm Footings and Good Guards Prevent Accidents.
The Baldwin Locomotive Works, Philadelphia.**

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

30

Month	1921		1922		1923		1924		1925	
	Fatal	Non-Fatal	Fatal	Non-Fatal	Fatal	Non-Fatal	Fatal	Non-Fatal	Fatal	Non-Fatal
January	196	13,776	152	11,951	223	16,710	233	15,280	201	15,339
	196	13,776	152	11,951	223	16,710	233	15,280	201	15,339
February	155	11,105	171	10,580	221	15,276	181	14,812	171	14,208
	351	24,881	323	22,531	444	31,986	444	30,092	372	29,547
March	172	11,563	172	12,582	222	15,653	212	15,989	159	15,517
	523	36,444	495	35,113	666	47,639	626	46,081	531	45,064
April	133	10,757	104	10,185	196	16,689	151	13,931	181	14,251
	656	47,201	599	45,298	862	64,328	777	60,312	712	59,315
May	166	10,877	116	9,572	226	17,384	157	13,940	170	14,523
	822	58,078	715	54,870	1,088	81,712	934	73,952	882	73,838
June	148	11,487	140	10,532	188	17,433	175	14,324	197	15,656
	970	69,565	855	65,402	1,276	99,145	1,109	83,276	1,079	89,494
July	160	11,196	124	10,263	221	17,749	185	14,917	182	16,440
	1,130	80,761	979	75,665	1,497	116,894	1,294	103,193	1,261	105,934
August	145	11,454	117	11,871	216	18,452	187	14,661	192	15,141
	1,275	92,215	1,096	87,536	1,713	135,346	1,431	117,854	1,453	121,075
September	164	11,241	138	12,307	173	15,504	167	14,230	144	14,428
	1,439	103,456	1,234	99,843	1,886	150,850	1,648	132,084	1,597	135,503
October	186	12,300	201	14,912	207	17,380	180	15,839	161	13,982
	1,625	115,756	1,435	114,755	2,093	168,230	1,328	147,923	1,758	149,485
November	154	11,665	260	14,824	163	15,532	194	13,389	....	.....
	1,779	121,421	1,695	129,579	2,256	183,762	2,022	161,312	....	.....
December	145	10,852	195	14,786	156	14,261	187	14,018	....	.....

Totals	1,924	138,273	1,890	144,365	2,412	198,023	2,209	175,330	....	.....

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg:Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund.

BRANCH OFFICES

Allentown:Cooperative State Employment Office,
Y. M. C. A. Building.
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona:Cooperative State Employment Office,
Post Office Building.
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.

Dubois:Bureau of Rehabilitation,
311 Deposit National Bank Building.

Erie:State Employment Office,
109 West Ninth Street.

Franklin:State Workmen's Insurance Fund,
316 Franklin Trust Building.

Greensburg:State Workmen's Insurance Fund,
309 Coulter Building.

Harrisburg:State Employment Office,
Second and Chestnut Streets.

Johnstown:State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane:Bureau of Workmen's Compensation,
Kane Trust and Savings Building.

Lancaster:Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Woolworth Building.

McKeesport:Cooperative State Employment Office,
Y. M. C. A. Building.

- Meadville:Bureau of Inspection,
Masonic Building.
- New Castle:Cooperative State Employment Office,
Y. M. C. A., West Washington Street.
- Oil City:Cooperative State Employment Office,
Y. M. C. A. Building.
- Philadelphia:State Employment Office,
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Board,
Manhattan Building, Fourth and Walnut Streets
State Employment Office for Women,
1924-26 Chestnut Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.
- Pittsburgh:Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Fulton Building.
State Employment Office (Main Office),
304 McCance Building, 305 Seventh Avenue.
State Employment Office,
416 Third Avenue.
State Employment Office for Women,
409 McCance Building, 305 Seventh Avenue
State Employment Office (negro section),
518 Wylie Avenue.
State Workmen's Insurance Fund,
401 Park Building.
- Pottsville:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.
- Reading:State Employment Office,
108 North Fifth Street.
- Scranton:State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund,
Union National Bank Building.
- Sunbury:State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building
- Wilkes-Barre:Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Coal Exchange Building.
- Williamsport:Bureau of Inspection,
707 First National Bank Building.
Bureau of Workmen's Compensation,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building.
343 West Fourth Street.
- York:Bureau of Workmen's Compensation,
Central National Bank Building.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS
STATISTICAL REVIEW OF INDUSTRIAL CONDITIONS

EMPLOYMENT

Reports for the month of November, 1925, received from State Employment offices in 14 cities of the Commonwealth show that the demand by employers for male workers was 28 per cent greater than in November, 1924. Requests for female employees show an 8 per cent gain over 1924.

Calls for male employees show increases in each of the industrial classifications with the exception of building trades which show a 33 per cent decrease. Largest gains are shown by the agriculture, mine and quarry, and common labor groups, these having increased 95 per cent, 133 per cent and 51 per cent respectively.

Saleswomen, professionally trained women, garment and textile workers and clerks were the classes of women workers needed by employers during the month. Greatest increases over November, 1924, are 381 per cent in calls for clothing and textile workers and 184 per cent in calls for saleswomen.

Of 11,011 men and women who applied for work at the State Employment offices during November, there were 8,185 sent to employers, and 88 per cent of those sent, reported that they had secured employment.

Reports received from 891 individual plants representing 43 different industries indicate but slight increases in employment in November over October, 1925.

Twenty-seven of the 43 industries show increases. The net change in employment for all industries during the month is a loss of one-fifth of one per cent. The outstanding increase in employment for the month is 14.8 per cent in carpets and rugs

and is due to a general increase in business for that industry. One concern reports overtime work and another the employment of 360 additional workers. Most of the plants in this industry report increases in number of employees.

In automobiles, bodies, and parts an almost general decrease in employment is noted. In the pottery industry discontinuance of night operation by one plant accounts for the decrease.

The observance of Armistice Day, by a large number of industries, affected the total of weekly wages and reduced somewhat averages of weekly earnings.

BUILDING PERMITS

The estimated cost of building construction as shown by the reports received for November, 1925, from 17 of the larger cities in the State totaled \$19,443,446 which is an increase of \$5,481,695 over the same month of last year. This gain is accounted for largely by the tremendous increases reported by Allentown, Bethlehem, and Philadelphia.

Allentown's gain over November, 1924, is 376 per cent. Philadelphia reports a gain in November of 118 per cent over the same month of last year and a gain of 4 per cent over October, 1925. Bethlehem's gain over November, 1924, is 506 per cent. The estimated cost of construction in each of the 14 other cities reporting shows decreases in November, 1925, from the amounts reported for the same month of 1924.

The aggregate value of building permits issued in the 17 Pennsylvania cities for 11 months of 1925 is \$266,829,042 which exceeds the total value for the same months of 1924 by \$47,930,717.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS

Reports of fatal industrial accidents received at the Bureau of Workmen's Compensation during the month of November, 1925, numbered 135. This is 25 fatalities less than in the preceeding month, 59 less than in November, 1924, and 28 less than in November, 1923. Deaths in the industrial class are 19 less than in October. Mines report 33 fatalities, the same number as last month. Four of the deaths reported were the result of accidents in anthracite mines. A reduction of 6 fatalities is shown by transportation and public utilities.

The number of cases of permanent disability for November is 28 less than in October. Reports of accidents causing temporary disability are 12 per cent less than the number reported in October, 1925.

The cost of industrial accidents is in a measure shown by industry's compensation liability for November of \$1,049,036 not including medical and hospital costs. This amount represents money actually paid during the month in cases of temporary disability and the amount of obligations incurred by reason of agreements and awards made in fatal and permanent disability cases. The average liability in each month of 1925 is well over one million dollars and totals \$11,718,883 for the 11 months of 1925.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

ACTIVITIES OF STATE EMPLOYMENT OFFICES
NOVEMBER, 1925

MEN

Persons ap- plying for positions	Persons ask- ed for by employers		Persons re- ceiving positions		Persons ap- plying for positions		Persons ask- ed for by employers		Persons re- ceiving positions	
1925	1924	1925	1924	1925	1924	1925	1924	1925	1924	1924
Agriculture.....	244	217	111	100	192	88	Agriculture & Feed.....	27	41	31
Building Trades.....	827	468	702	773	471	650	Clerical.....	339	407	104
Machinery & Metals.....	1,166	777	660	536	658	462	Clothing & Textile.....	34	46	14
Clerical.....	288	356	65	63	71	56	Day Workers.....	612	983	466
Hotel & Quarry.....	772	308	308	361	348	305	Domestic Service.....	316	276	249
Mine & Quarry.....	171	107	46	147	147	21	Hotel & Inst ns.....	619	650	314
Transportation.....	306	104	81	140	102	100	Machine & Factory.....	83	110	64
Sales.....	133	133	104	127	66	100	Prof nt & Trained.....	120	137	33
Common Labor.....	3,864	2,878	3,574	2,184	3,248	2,005	Sales.....	216	193	80
Miscellaneous.....	809	524	481	553	500	463	Miscellaneous.....	66	196	36
Total.....	8,579	6,141	4,796	4,842	5,803	4,234	Total.....	2,442	3,050	1,371
Retentions.....					4	21	Retentions.....			0
Oct. (1 wks).....	8,465	6,002		6,315	5,505		Oct. (4 wks).....	2,461		1,291
Nov. (2 wks).....	10,009	7,011		6,414	6,414		Nov. (4 wks).....	4,130		2,013
Dec. (3 wks).....	7,632	4,688		5,023	4,304		Dec. (4 wks).....	3,039		1,162
November '23 (4 wks).....							November '23 (4 wks).....	2,892		1,542
November '22 (4 wks).....							November '22 (4 wks).....	3,202		1,681

WOMEN

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Report- ing	Number of Wage Earners—		Total Weekly Wages—		Average		Weekly Earnings—	
		Nov. 15, 1925	Per Cent Change	Nov. 15, 1925	Per Cent Change	Nov. 15, 1925	Per Cent Change	Oct. 15, 1925	Per Cent Change
ALL INDUSTRIES (43).....	891	297,229	— 0.2	\$7,556,741	— 2.1	\$25.42	— 1.9	\$25.90	— 1.9
METAL MANUFACTURES:	304	150,917	— 0.8	4,147,753	— 2.6	27.48	— 1.9	28.01	— 1.9
Automobiles, bodies, and parts.....	21	9,851	—10.0	286,957	—15.6	29.13	— 6.2	31.07	— 6.2
Car construction and repair.....	20	17,624	+ 0.7	481,940	+ 5.3	27.35	+ 4.5	26.16	+ 4.5
Electrical machinery and apparatus.....	19	7,879	+ 14.7	213,937	+ 2.5	27.15	+ 4.4	23.74	+ 4.4
Engines, machines and machine tools.....	38	10,102	+ 0.7	281,840	+ 1.3	27.90	— 2.4	28.60	— 2.4
Foundries and machine shops.....	60	9,605	+ 0.1	265,583	+ 2.9	27.65	— 3.0	28.51	— 3.0
Heating appliances and apparatus.....	12	4,195	+ 0.5	120,830	+ 4.0	28.80	— 3.6	29.88	— 3.6
Iron and steel blast furnaces.....	17	12,793	— 1.8	351,563	— 4.5	27.48	— 2.7	28.25	— 2.7
Iron and steel forgings.....	13	4,067	+ 0.4	96,325	+ 3.7	23.68	— 2.6	24.30	— 2.6
Steel works and rolling mills.....	41	41,565	+ 2.6	1,152,826	+ 0.7	27.74	— 3.2	28.66	— 3.2
Structural iron works.....	17	4,912	— 2.0	137,619	— 2.3	28.02	— 0.3	28.11	— 0.3
Miscellaneous iron and steel products.....	27	21,105	+ 1.2	559,651	+ 8.1	26.52	— 7.0	28.52	— 7.0
Shipbuilding.....	3	4,146	+ 6.2	121,603	+ 7.3	28.30	+ 1.9	27.76	+ 1.9
Hardware.....	8	1,970	+ 3.4	52,524	+ 8.0	26.66	+ 3.5	25.76	+ 3.5
Non-ferrous metals.....	8	846	+ 0.2	21,555	+ 0.1	25.48	— 0.3	25.56	— 0.3
TEXTILE PRODUCTS:	190	61,412	+ 0.8	1,338,036	+ 0.3	21.79	— 0.5	21.91	— 0.5
Carpets and rugs.....	12	3,195	+ 14.8	81,078	+ 11.7	25.38	— 2.7	26.09	— 2.7
Clothing.....	35	5,393	+ 1.4	98,961	+ 2.8	18.35	+ 1.3	18.11	+ 1.3
Hats, felt and other.....	6	4,317	+ 2.3	105,189	+ 3.6	24.37	— 2.6	25.02	— 2.6
Cotton goods.....	18	5,084	+ 1.8	125,737	+ 1.0	24.73	+ 1.7	24.32	+ 1.7
Silk goods.....	51	21,763	+ 0.8	436,328	+ 1.0	20.05	+ 0.1	20.92	+ 0.1
Woolens and worsteds.....	16	5,881	— 2.1	135,327	— 6.1	21.31	+ 4.1	22.21	+ 4.1
Knit goods and hosiery.....	41	13,989	— 1.5	330,458	— 1.1	22.91	+ 0.4	22.81	+ 0.4
Dyeing and finishing textiles.....	11	1,790	+ 0.4	44,958	+ 6.9	25.12	— 7.3	27.10	— 7.3
FOODS AND TOBACCO:	117	24,780	— 0.9	503,451	— 1.0	20.32	— 0.1	20.34	— 0.1
Bakeries.....	39	4,638	+ 0.8	133,383	+ 1.1	28.76	— 1.9	29.31	— 1.9
Confectionery and ice cream.....	25	5,949	— 2.8	119,499	— 6.0	20.09	— 3.3	20.78	— 3.3
Slaughtering and meat packing.....	18	2,252	+ 2.9	66,067	+ 1.0	29.34	— 1.9	29.90	— 1.9
Cigars and tobacco.....	38	11,941	+ 1.4	184,502	+ 1.7	15.45	+ 3.1	14.98	+ 3.1
BUILDING MATERIALS:	75	21,333	+ 0.1	600,899	— 4.1	28.17	— 4.2	29.41	— 4.2
Brick, tile, and terra cotta products.....	32	4,334	+ 1.6	106,192	+ 0.0	24.50	— 1.6	24.90	— 1.6
Cement.....	14	7,502	— 2.1	228,061	— 5.8	30.40	— 3.8	31.59	— 3.8
Glass.....	25	8,705	+ 2.1	246,184	— 2.8	28.28	— 4.8	29.71	— 4.8
Pottery.....	4	792	— 8.0	20,462	—10.1	25.84	—12.0	29.37	—12.0
CHEMICALS AND ALLIED PRODUCTS:	38	9,189	+ 2.3	251,112	— 1.7	27.65	— 3.9	28.76	— 3.9
Chemicals and drugs.....	21	1,471	+ 2.5	38,589	+ 3.1	26.23	+ 0.6	26.07	+ 0.6
Explosives.....	3	419	+ 1.2	10,609	+ 2.3	25.32	— 3.4	26.22	— 3.4
Paints and varnishes.....	9	876	+ 4.4	23,845	+ 2.8	27.22	— 1.6	27.65	— 1.6
Petroleum refining.....	5	6,423	+ 2.0	181,069	— 3.1	28.19	— 5.0	29.68	— 5.0
MISCELLANEOUS INDUSTRIES:	167	29,598	— 0.1	712,490	— 2.0	24.07	— 2.0	24.55	— 2.0
Lumber and planing mill products.....	29	5,015	+ 0.9	102,984	+ 1.9	20.54	— 2.8	21.13	— 2.8
Furniture.....	21	2,911	+ 2.5	72,564	+ 1.3	25.24	— 1.3	25.56	— 1.3
Leather tanning.....	19	5,847	+ 1.7	151,306	+ 13.7	26.01	+ 1.8	25.55	+ 1.8
Leather products.....	9	474	+ 0	10,098	+ 0.1	21.30	+ 13.7	18.73	+ 13.7
Boots and shoes.....	25	4,171	+ 1.3	71,454	+ 9.9	17.13	— 8.7	18.77	— 8.7
Paper and pulp products.....	19	5,057	— 0.6	123,065	+ 4.0	24.34	+ 3.5	25.21	+ 3.5
Printing and publishing.....	39	3,890	+ 0.4	127,893	+ 1.4	32.88	+ 1.0	32.57	+ 1.0
Rubber tires and goods.....	3	840	+ 3.1	25,638	—16.2	25.57	—13.5	29.57	—13.5
Novelties and jewelry.....	3	1,423	+ 4.4	30,727	+ 2.1	21.59	— 2.3	22.09	— 2.3

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

BUILDING PERMITS ISSUED IN CITIES IN PENNSYLVANIA
DURING THE MONTH OF NOVEMBER

Cities	1925			1924			January to November Inclusive, 1925			January to November Inclusive, 1924		
	Permits	Number of Buildings	Estimated Cost	Permits	Number of Buildings	Estimated Cost	Permits	Estimated Cost	Permits	Estimated Cost	Permits	
Allentown.....	51	70	\$ 1,841,880	60	84	\$ 387,147	907	\$ 8,173,065	1,016	\$ 5,012,262		
Altoona.....	80	80	130,915	103	103	203,219	1,693	2,963,484	2,130	3,355,184		
Bethlehem.....	42	42	143,625	103	21	23,675	541	5,959,060	503	2,353,157		
Bradford.....	..	..	..	12	12	9,220	..	..	276	578,163	
Easton.....	26	26	73,989	34	34	102,330	380	2,420,115	451	2,022,307		
Erie.....	113	113	353,973	171	171	524,129	2,146	8,378,542	2,128	5,888,773		
Harrisburg.....	41	41	120,950	56	80	181,000	780	4,183,621	890	4,096,660		
Lancaster.....	38	38	159,790	67	72	210,231	818	3,919,141	901	4,716,751		
Mechanicstown.....	46	46	182,505	39	39	111,220	1,044	3,408,777	801	2,388,668		
Nearbyport.....	2	2	2,400	..	..	..	141	821,485	..	..
New Castle.....	56	56	107,570	84	84	194,760	1,082	2,237,090	..	..
Pittsburg.....	891	1,442	13,403,765	975	1,387	6,079,970	13,144	162,414,900	14,698	133,590,710		
Pottsville.....	443	443*	1,810,971	565	565*	2,671,526	7,801*	48,997,758	7,839*	31,741,434		
Reading.....	172	172	183,275	169	180	784,980	2,401	7,126,194	2,747	6,143,037		
Schreiner.....	84	84	277,480	92	92	780,508	1,629	6,589,381	1,715	5,377,246		
Scranton.....	6	6	33,800	16	16	766,575	175	1,451,271	291	3,042,390		
Towamoc.....	11	11	35,525	17	17	44,227	146	807,533	143	647,400		
Warren.....	142	142	289,470	111	111	317,014	1,493	4,262,572	1,562	4,014,198		
Williams Barre.....	40	40	315,710	58	58	534,175	898	2,342,096	1,004	1,666,538		
Williamsport.....	51	51	186,725	125	125	222,225	1,138	3,564,532	1,720	2,841,610		
Total.....	2,286	2,863	\$19,443,446	2,679	3,155	\$13,961,751	37,194	\$266,829,042	40,542	\$218,898,325		

*Number of buildings not given.

**Not included in totals for comparative purposes.

†Information received too late to go to press.

NEW BUILDINGS, ALTERATIONS AND REPAIRS IN CITIES IN PENNSYLVANIA
FOR THE MONTH OF NOVEMBER

Cities	1925				1924						
	New Buildings			Alterations, Repairs, Etc.	New Buildings			Alterations, Repairs, Etc.			
	Permits	Number of Buildings	Estimated Cost		Permits	Operations	Estimated Cost		Number of Buildings	Permits	Estimated Cost
Allentown.....	38	57	\$ 1,814,650	13	13	\$ 27,230	46	70	\$ 368,297	14	\$18,850
Altoona.....	35	35	109,675	45	45	21,240	43	43	181,105	60	21,814
Bradford.....	.....	.....	.....	.....	.....	.....	10	10	8,020	2	1,200
Easton.....	17	17	68,714	9	9	5,275	.....	.....	.....	.....	.....
Erie.....	92	92	284,613	21	21	69,360	125	125	478,462	46	42,667
Harrisburg.....	27	27	97,275	14	14	23,675	35	56	158,275	21	23,325
Lancaster.....	24	24	148,625	14	14	11,165	35	40	202,881	32	7,350
McKeesport.....	38	38	180,643	8	8	1,860	30	30	88,175	9	23,045
Meadville.....	2	2	2,400	.....	.....	.....	.....	.....	.....	.....	.....
New Castle.....	75	75	162,815	10	10	1,670	75	75	192,210	.....	2,550
Philadelphia.....	509	1,004	12,894,730	351	438	409,035	542	938	5,608,145	433	471,825
Pittsburgh.....	324	324*	1,493,446	119	119*	316,625	428	428*	2,516,383	137	155,143
Reading.....	50	57	122,950	122	122	60,325	60	60	468,730	120	316,250
Uniontown.....	6	6	33,800	.....	.....	.....	16	16	766,575	.....	.....
Warren.....	10	10	34,725	1	1	800	8	8	28,500	9	15,727
Wilkes-Barre.....	57	57	213,792	85	85	75,678	46	46	273,080	65	43,934
Williamsport.....	38	38	308,980	11	11	6,730	29	29	548,297	29	5,878
York.....	22	22	75,240	29	29	111,485	77	77	184,650	48	37,575

*Number of buildings not given.

****No Permits required for alterations or repairs unless outside walls or roofs are changed.**

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

*Days Lost from Accidents Reported to the Bureau of Workmen's Compensation During January to November Inclusive 1925

CAUSE	COAL MINES		Total.
	Building and Contracting.	Chemicals and Allied Products.	
Machinery	61,824	11,720	41,012
	49,409	12,410	40,409
Boilers	68	6,143	30
	23,521	17,181	489
Pumps, Compressors & Prime Movers ..	7,060	12,502	6,292
	6,367	568	6,454
Elevators	14,001	6,367	13,192
	26,747	36	7,834
Cranes & Derricks	133,614	9,139	26,747
	42,996	19	6,632
Cars & Engines	120,250	19,540	42,996
	25,017	1,065	6,309
Motor Vehicles	147,813	25,017	1,065
	8,598	592	438
Horse Vehicles	4,621	980	5,295
	18,615	55	.....
Hand Trucks	33,601	22,337	37,081
	6,206	1,614	10,421
Handling Objects	62,313	3,170	6,206
	12,071	12,570	72
Electricity	68,814	42,787	12,344
	15,262	20,498	606
Explosives & Explosions	46,316	15,262	20,498
	225,104	20,761	29,517
Falling Objects	166	.....	.....
	13,431	.....	.....
Falling Objects (Mines & Quarries)	473,719	18,181	61,797
	11,533	1,424	4,089
Stepping upon or Striking Against Objects	111,235	25,492	27,014

Miscellaneous Causes .....	.....	.....	.....

Total	1,754,911	271,039	357,757

Total	1,754,911	271,039	357,757
	53,549	227,798	73,987
Food and Kindred Products	.....	.....	.....

Clothing Manufacture.	.....	.....	.....

Clay, Glass and Stone Products.	.....	.....	.....

Leather, Rubber and Composition Goods.	.....	.....	.....

Liquors and Beverages.	.....	.....	.....

Lumber and its Remanufacture.	.....	.....	.....

Paper and Printing Industries.	.....	.....	.....

Textiles.	.....	.....	.....

Laundries.	.....	.....	.....

Metals and Metal Products.	.....	.....	.....

Anthracite.	.....	.....	.....

Bituminous.	.....	.....	.....

Transportation and Public Utilities.	.....	.....	.....

Quarries and Mines Other Than Coal.	.....	.....	.....

Tobacco and its Products.	.....	.....	.....

Miscellaneous Industries.	.....	.....	.....

Hotels and Restaurants.	.....	.....	.....

Mercantile Establishments.	.....	.....	.....

Robbers and Warehouses.	.....	.....	.....

Municipalities.	.....	.....	.....

Total.	.....	.....	.....

*WEIGHTED ACCORDING TO THE SCALE OF THEIR LOSSES FOR WEIGHING INDUSTRIAL ACCIDENT DISABILITIES RECOMMENDED BY THE INTERNATIONAL ASSOCIATION OF INDUS- TRIAL ACCIDENT BOARDS AND COMMISSIONS.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

*Accidents Reported to the Bureau of Workmen's Compensation, During January to November, Inclusive, 1925

CAUSE	Building and Contracting		Chemicals and Allied Products.		Clay, Glass and Stone Products.		Clothing Manufacture.		Food and Kindred Products		Leather, Rubber and Composition Goods.		Liquors and Beverages.		Lumber and its Remanufacture.		Paper and Printing Industries.		Textiles.		Laundries.		Metals and Metal Products.		COAL MINES				Transportation and Public Utilities.		Quarries and Mines Other Than Coal.		Tobacco and its Products.		Miscellaneous Industries.		Hotels and Restaurants.		Mercantile Establishments.		Jobbers and Warehouses.		Municipalities.		Total.	
	*F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.				
Machinery	5	795	1	119	2	449	..	628	3	432	1	376	..	23	4	1,188	..	664	4	1,071	..	69	28	7,440	3	395	9	816	1	120	2	124	..	133	..	353	..	90	..	258	..	47	3	133	66	15,723
Boilers	6	1	4	..	2	..	1	..	6	1	..	3	..	1	..	1	2	23	1	5	..	3	..	23	..	3	..	1	..	2	..	2	1	..	2	4	90
Pumps, Compressors and Prime Movers	3	103	1	44	..	17	..	1	1	16	1	2	..	2	..	9	1	4	..	5	2	91	1	31	3	43	1	28	..	10	24	..	1	1	5	..	1	2	18	17	455
Transmission	1	9	2	15	1	21	..	6	1	8	1	5	10	1	15	..	11	3	61	1	32	..	23	..	6	2	11	5	4	2	13	244	
Elevators	2	101	1	19	..	23	1	21	2	55	..	9	1	5	2	21	..	30	4	40	..	2	6	104	1	40	5	21	1	29	2	3	1	9	1	58	1	29	1	74	1	31	..	8	33	732
Cranes & Derricks	19	835	1	65	4	67	..	2	1	54	..	9	..	3	..	14	..	10	1	10	41	1,952	2	82	1	45	4	142	3	75	..	1	..	18	..	1	..	14	..	17	1	16	78	3,441
Cars & Engines	17	351	3	71	6	426	..	2	1	37	..	8	..	4	1	97	..	47	..	10	36	2,896	74	4,894	71	5,069	148	3,759	6	220	1	2	1	37	1	1	..	82	..	35	2	48	368	18,996
Motor Vehicles	22	558	4	58	..	59	1	18	3	97	1	11	..	10	1	49	1	44	..	32	..	3	5	884	1	34	..	49	47	4,628	1	42	..	2	7	115	1	7	4	308	3	92	23	597	125	7,697
Horse Vehicles	1	130	..	26	..	31	..	1	..	34	..	1	..	2	2	115	..	6	..	6	..	4	..	21	1	33	..	42	10	1,016	..	18	79	..	2	1	38	..	5	2	234	17	1,844
Hand Trucks	354	..	82	..	422	..	15	1	128	..	61	..	4	..	103	1	114	..	87	..	8	5	1,744	..	33	..	35	..	634	..	31	..	11	..	45	..	11	..	76	1	75	..	17	8	4,090
Water Craft	3	39	..	5	1	..	1	1	6	..	1	..	8	1	18	..	6	3	3	7	89	
Handling Objects	4	4,068	2	641	3	1,825	1	254	1	976	..	331	1	76	3	847	1	481	2	533	..	36	15	10,704	5	3,368	5	2,288	3	2,515	..	411	..	55	2	593	1	294	1	987	2	378	1	432	53	32,093
Hand Tools	4	1,839	..	235	..	372	..	87	1	361	..	128	..	10	1	518	..	134	..	168	..	5	2	4,209	..	2,199	..	2,508	2	1,096	1	282	..	13	..	223	..	130	..	443	3	67	..	221	14	15,248
Electricity	15	43	..	7	2	26	..	4	1	6	..	11	..	1	..	3	..	11	..	11	17	195	10	110	8	167	30	150	..	8	7	..	2	..	11	..	1	6	3	89	777
Explosives & Explosions	9	121	9	48	2	36	..	3	1	8	1	4	..	8	..	2	..	2	1	20	6	165	97	577	12	175	3	44	3	28	2	35	1	18	2	17	1	6	3	24	153	1,335
Hot & Corrosive Substances	6	675	2	266	3	253	..	38	2	227	..	191	..	17	..	41	1	106	1	150	..	16	21	2,808	3	236	1	183	1	418	..	46	..	5	1	152	1	177	..	112	..	20	12	117	55	6,197
Falling Objects	22	2,071	3	152	4	429	..	47	2	167	..	65	..	11	5	277	..	112	1	116	..	4	18	3,107	10	290	3	179	3	526	1	154	..	6	1	135	..	37	..	205	..	70	4	148	87	8,299
Falling Objects (Mines and Quarries)	11	2	93	4	193	5,007	196	6,296	1	..	5	167	10	397	11,588		
Fall of Persons	68	3,393	2	246	9	592	1	173	1	530	2	163	3	41	2	236	1	291	2	410	1	28	34	3,939	15	1,604	4	758	24	1,704	3	151	..	31	11	727	1	275	4	851	1	178	7	487	196	16,353
Stepping upon or Striking Against Objects	3	2,278	..	166	1	422	..	125	..	306	..	806	..	12	2	157	2	155	1	273	..	18	2	2,119	4	1,420	1	675	2	750	..	62	..	24	..	246	..	102	1	451	..	103	..	178	19	10,148
Miscellaneous Causes	16	591	4	115	4	273	..	36	2	116	1	23	..	7	..	95	2	43	2	73	..	8	13	1,767	7	1,030	6	572	11	723	..	67	..	3	4	270	..	28	2	161	..	28	12	305	86	6,319
Total	230	18,371	36	2,524	13	5,828	4	1,167	24	3,591	8	1,424	5	236	21	3,886	12	2,281	19	3,027	1	292	257	43,479	129	21,421	325	20,855	263	18,359	29	1,919	2	296	30	3,124	7	1,207	17	4,100	12	1,155	78	3,003	1,885	161,758

*F.=Fatal N. F.=Non-Fatal.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

ACCIDENT REPORTS RECEIVED BY THE
BUREAU OF WORKMEN'S COMPENSATION

AGREEMENTS APPROVED

1925		Fatal	Permanent Disability	Temporary Disability	Total	1925					
						Fatal	Permanent Disability	Temporary Disability	Total		
January.....	201	152	15,187	15,540	January.....	283	267	6,599	7,149		
February.....	171	127	14,081	14,379	February.....	157	250	5,833	6,240		
March.....	158	132	15,385	15,675	March.....	138	261	7,014	7,411		
April.....	180	127	14,124	14,451	April.....	195	320	6,287	6,802		
May.....	170	130	14,393	14,693	May.....	175	283	7,473	7,931		
June.....	196	160	15,496	15,852	June.....	140	295	6,581	7,016		
July.....	181	158	16,282	16,621	July.....	146	263	5,954	6,377		
August.....	190	134	15,007	15,331	August.....	143	285	5,914	6,342		
September.....	148	111	14,317	14,571	September.....	121	219	5,626	5,966		
October.....	160	159	13,823	14,142	October.....	140	338	6,873	6,873		
November.....	135	131	12,312	12,408	November.....	173	253	6,917	6,343		
Total.....	1,885	1,521	160,237	163,643	Total.....	1,829	3,037	69,589	74,455		
1924						1924					
December.....	187	132	13,886	14,205	December.....	155	285	6,039	6,479		
*Grand Total.....	24,562	7,551	1,791,819	1,823,932	*Grand Total.....	19,793	16,588	650,676	757,057		

COMPENSATION AWARDED AND PAID

1925	Compensation Incurred	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	1925				
					Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid	
January.....	\$ 1,279,386	\$ 877,701	\$ 641,085	\$ 236,616	January.....	\$ 1,012,129	\$ 331,574	\$ 278,870	\$ 401,682
February.....	965,267	647,200	437,462	209,726	February.....	795,269	243,520	233,682	318,067
March.....	1,052,455	662,735	440,868	221,867	March.....	913,856	243,656	280,480	389,710
April.....	1,191,401	815,302	544,427	270,575	April.....	824,929	303,905	274,925	376,079
May.....	1,197,265	748,764	536,570	212,194	May.....	1,012,863	289,804	274,358	448,501
June.....	1,053,804	658,911	458,888	300,055	June.....	960,699	229,889	333,947	394,865
July.....	1,069,017	703,535	485,980	217,555	July.....	964,232	396,042	202,708	468,482
August.....	1,009,181	666,196	417,352	218,844	August.....	779,770	240,371	196,414	342,058
September.....	843,780	517,552	336,080	181,472	September.....	906,176	241,288	196,610	326,228
October.....	1,008,291	641,823	366,893	274,930	October.....	819,209	286,998	165,743	366,168
November.....	1,049,036	682,805	472,598	210,207	November.....	920,541	279,680	274,630	366,231
Total.....	\$ 11,718,883	\$ 7,622,554	\$ 5,038,203	\$ 2,584,351	Total.....	\$ 9,909,673	\$ 3,086,727	\$ 2,726,617	\$ 4,096,332
1924					1924				
December.....	\$ 1,034,685	\$ 699,165	\$ 415,996	\$ 283,169	December.....	\$ 869,530	\$ 263,122	\$ 270,888	\$ 355,526
*Grand Total.....	\$107,661,103	\$74,984,519	\$54,015,866	\$20,968,653	*Grand Total.....	\$69,963,839	\$21,463,804	\$15,823,451	\$32,676,587

*The sum of total compensation awarded and temporary disability compensation paid.

**PERMANENT INJURIES

1925	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
January.....	9	\$ 16,873	6	\$ 14,900	18	\$ 36,217	11	\$ 19,282	52	\$ 27,110
February.....	7	\$ 16,621	4	\$ 10,214	14	\$ 25,831	14	\$ 24,180	39	\$ 24,180
March.....	10	\$ 23,357	5	\$ 11,172	13	\$ 26,601	13	\$ 23,389	36	\$ 23,389
April.....	15	\$ 35,660	9	\$ 22,551	16	\$ 42,900	9	\$ 15,480	51	\$ 80,393
May.....	2	\$ 4,386	6	\$ 14,458	21	\$ 32,124	15	\$ 26,668	43	\$ 65,166
June.....	7	\$ 17,312	8	\$ 18,060	21	\$ 40,110	21	\$ 38,727	51	\$ 81,131
July.....	10	\$ 25,538	3	\$ 7,740	10	\$ 19,337	11	\$ 19,337	40	\$ 60,635
August.....	8	\$ 11,678	8	\$ 20,345	17	\$ 35,458	16	\$ 29,368	41	\$ 60,748
September.....	8	\$ 20,640	3	\$ 7,106	6	\$ 11,090	12	\$ 21,578	40	\$ 59,116
October.....	11	\$ 25,601	6	\$ 14,909	14	\$ 36,668	14	\$ 25,030	52	\$ 78,462
November.....	4	\$ 10,062	6	\$ 13,629	10	\$ 20,650	12	\$ 22,801	33	\$ 45,587
Total.....	89	\$ 210,751	64	\$ 155,117	163	\$ 328,084	148	\$ 266,613	481	\$ 718,834
December.....	11	\$ 23,344	11	\$ 27,500	25	\$ 51,193	13	\$ 21,100	59	\$ 90,580
*Grand Total.....	1,064	\$2,081,942	739	\$1,596,028	2,382	\$4,230,202	1,350	\$2,172,105	5,828	\$7,929,495

**PERMANENT INJURIES (Continued)

1925	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amt. Paid
January.....	105	\$ 38,541	99	\$ 18,266	4	\$ 19,332	\$ 236,616	\$ 278,870
February.....	116	\$ 37,435	92	\$ 17,451	8	\$ 20,426	\$ 290,728	\$ 333,682
March.....	132	\$ 43,841	100	\$ 18,782	8	\$ 21,131	\$ 221,807	\$ 280,480
April.....	150	\$ 48,904	116	\$ 21,274	4	\$ 7,432	\$ 270,873	\$ 144,925
May.....	124	\$ 43,460	102	\$ 20,200	5	\$ 3,640	\$ 272,194	\$ 174,558
June.....	110	\$ 38,212	102	\$ 18,412	10	\$ 47,756	\$ 300,053	\$ 353,917
July.....	116	\$ 39,225	120	\$ 22,715	14	\$ 21,830	\$ 217,535	\$ 202,708
August.....	112	\$ 38,778	115	\$ 22,493	12	\$ 26,476	\$ 248,844	\$ 196,414
September.....	112	\$ 38,778	115	\$ 22,493	12	\$ 26,476	\$ 248,844	\$ 196,414
October.....	130	\$ 46,108	81	\$ 16,086	7	\$ 8,518	\$ 181,472	\$ 338,660
November.....	140	\$ 42,278	130	\$ 23,123	33	\$ 29,859	\$ 274,940	\$ 165,743
Total.....	1,320	\$ 441,348	1,178	\$ 219,581	131	\$ 243,683	\$ 2,584,351	\$ 2,726,617
December.....	104	\$ 38,231	105	\$ 17,999	3	\$ 9,922	\$ 283,169	\$ 270,888
*Grand Total.....	3,571	\$1,216,040	3,046	\$570,603	397	\$1,172,238	\$20,968,653	\$15,823,451

*Since the inception of the Act, January 1, 1916.

**Multiple losses separated respectively.

NOTE:—The above tables present changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such correction necessary.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
RICHARD H. LANSBURGH, Secretary

SPECIAL BULLETIN

NO. 8

STATE-WIDE SAFETY CONFERENCE

OF THE

Department of Labor and Industry



HALL OF THE
HOUSE OF REPRESENTATIVES
THE CAPITOL

Harrisburg, Pennsylvania
May 22, 1925

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
RICHARD H. LANSBURGH, Secretary

State-wide Safety Conference
OF THE
Department of Labor and Industry



HALL OF THE
HOUSE OF REPRESENTATIVES
THE CAPITOL

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PROGRAM

MORNING SESSION

9:30 A. M. (EASTERN STANDARD TIME) PRECISELY

Presiding: R. H. Lansburgh, Secretary of Labor and Industry,
Commonwealth of Pennsylvania

1. Address of Welcome, Honorable Gifford Pinchot, Governor of Pennsylvania
 2. (a) What Labor Should do for the Safety Movement, David Williams, Vice President, International Association of Machinists and Member Industrial Board, Commonwealth of Pennsylvania
(b) Discussion
 3. Practical Kinks on Safety
Discussion
 4. (a) Women in Industry, Charlotte Carr, Chief, Section of Women and Children, Bureau of Industrial Standards, Department of Labor and Industry
(b) Discussion
-

12:15 P. M. (EASTERN STANDARD TIME)

Luncheon meeting of Pennsylvania Society of Safety Engineers (Penn-Harris Hotel) Election of Officers

1:30 P. M. (EASTERN STANDARD TIME) PRECISELY

The film of the National Safety Council, "Hindsight *vs.* Foresight" will be shown in the Hall of the House of Representatives preliminary to the afternoon session

AFTERNOON SESSION

2:15 P. M., (EASTERN STANDARD TIME) PRECISELY

Presiding: C. B. Auel, President, National Safety Council

1. Prone Pressure Method of Resuscitation
 - (a) H. B. Harmer, Safety Engineer, Philadelphia Electric Company
 - (b) R. B. Inman, Safety Inspector, The United Gas Improvement Company
 - (c) Questions and Discussion
2. (a) The Relation between Industrial Safety and Safety in the Home and on the Street, John A. Oartel, Chief of Safety Bureau, Carnegie Steel Company
(b) Discussion

3. Prevention of Accidents not Covered by Safety Codes, E. H. McIlvain, M. D., Employment Service Manager, E. G. Budd Manufacturing Company
4. Accident Prevention in the Gas Industry, Charles B. Scott American Gas Association
5. Film—"Safety in the American Car and Foundry Company," Presented by W. E. Jarrard, Superintendent of Industrial Relations, Berwick Plant, American Car and Foundry Company

EVENING SESSION

8:15 P. M. (EASTERN STANDARD TIME) PRECISELY

Presiding: Honorable Gifford Pinchot, Governor of Pennsylvania

Frank Branch Riley of Portland, Oregon
 "The Lure of the Great Northwest"

Mr. Riley is one of America's best known orators and will present his matchless collection of lantern slides of the Pacific Northwest States
 (This is worth staying over for, so make your plans accordingly)

EXHIBIT OF SAFETY DEVICES

Safety devices which various plants have developed in the solving of special guarding problems will be exhibited during the conference at the rear of the hall of the House of Representatives. Safety engineers from the firms which developed the devices will be on hand to demonstrate them and to answer any questions that may arise.

MORNING SESSION.

Presiding: Richard H. Lansburgh, Secretary of Labor and Industry,
Commonwealth of Pennsylvania

MR. LANSBURGH: Ladies and Gentlemen: In opening this Safety Conference, I desire to express first the appreciation of the Department of Labor and Industry to the Pennsylvania Society of Safety Engineers, which has been kind enough to suggest today's program and to work with us in the development thereof; and secondly, I desire before allowing the Governor to talk to you, to say how very fortunate we are in having as Governor of the State of Pennsylvania a man who has an active, daily, personal interest in the safety movement, and who insists that the Department of Labor and Industry be operated as a business organization to promote "Safety First" always in the State of Pennsylvania: Governor Pinchot.

ADDRESS OF WELCOME

Honorable Gifford Pinchot, Governor of Pennsylvania.

Ladies and Gentlemen:

It is a scandalous thing to have to start out with an apology, but that is what I have to do. I plumb forgot that 9:30 was the time I was to be here. I would have been here sharp on time if I had remembered it. My first word is to say, I am sorry, my second word is to say, I am glad, a whole lot gladder than I am sorry, because I hadn't expected anything like this Conference. I am amazed at it, and delighted at it, and I congratulate you from the bottom of my heart. I congratulate Secretary Lansburgh on the tremendous interest that is denoted by the meeting of a body such as this. It is fine. Now, I am, as Secretary Lansburgh was good enough to say, keenly interested in this whole safety movement and have been for a good while. It happens that I have lived a considerable part of my life in the wilderness and by and by it got through my head, and it is there to stay, that a modern city, and especially the modern factory is a ten times more dangerous place to travel in, be in, live in, and work in than any untrodden wilderness that ever was, provided the proper precautions are not taken. The effect of civilization is to decrease certain dangerous things,

but the effect of civilization is to create places of far more dangers than any wilderness had to show, and your task, as I take it, is to see to it that men and women are steered through these dangerous places, far more dangerous than the deserts, the mountains, or the forests, and come out of them with full skins; and, at the end of a long life unscathed by their experience. It is a lot better to be safe—to be careful rather than to be sorry. That is a phrase I got from Secretary Lansburgh, and I think it is a good one—"it is better to be careful than to be sorry."

You know as well as I that we had last year 2209 deaths in industry in Pennsylvania and more than 175,000 accidents. That is a lot too many, of course, but the total toll would have been very much greater, if it had not been for the work you do and that the State does.

I am glad to be able to announce to you today a change in the attitude of the State toward its safety work which I am certain will meet with your approval. When this administration came into office the corps of factory inspectors, to put it mildly, was rotten with politics and the job of factory inspector was considered solely from the point of view of politics. Hereafter, there will be no more politics in it while this administration is in office; none whatever. More than that, the men have been weeded out and the corps is now in a very much better condition than it ever was. Secondly, a school of instruction is now in actual operation for these men to teach them their jobs better than they know them now, so that hereafter when one of them comes to meet you or your employer you will find in him someone who has the fundamental knowledge that is necessary to carry out the job right. Finally, and, in a way, most important of all, we have decided—Secretary Lansburgh has decided,—with the most hearty approval of the Governor, you may be sure, to professionalize the whole body of inspectors. In other words, from now on nobody will be appointed a factory inspector at least while this administration continues who doesn't have the necessary educational foundation preferably engineering, and the necessary experience in factory operation; no others will be considered and no others need apply. That political phase of the factory inspection is gone, as far as this administration is concerned, and I believe that the professionalization of this corps is one of the really important steps taken by Secretary Lansburgh, and I am heartily glad to be able to make public announcement of it. I guess this is the first time it has been made public, isn't it? (Secretary Lansburgh replied that it was). This is a new thing and a good thing and directly in line with the work that you have in hand. We have it clearly in our minds that human life is too valuable a thing to be fooled with, either because of politics or for any other reason and we are going through with the idea of making safety really first in all the work that the Department of Labor and Industry has to do.

Finally, just one word in conclusion, and that is to congratulate you

and to congratulate the State of Pennsylvania in having as Secretary of Labor and Industry a man so competent in knowledge, so vigorous in action, and so right in purpose, Secretary Lansburgh.

MR. LANSBURGH: Those who are standing in the back, I feel, will think this conference is rather long this morning, if they continue standing. Now, there really are some very good seats on the balcony. You may not think so until you get there, but they are very excellent in every respect, and those of you who are standing might avail yourselves of these seats.

Before introducing the next speaker, I am glad to read a telegram which has just been received from the Chemical Safety Conference, which is meeting today in Wilmington, Delaware. Unfortunately, we have a conflict in dates between this conference and that conference, which has prevented some of our good friends from being here today. The following telegram has just come in: "Chemical Safety Conference sends cordial greetings and heartiest best wishes for success of your State Conference."

Signed, A. L. Watson, Chairman.

We shall next have the opportunity of hearing from a man who, I have found, since coming into the Department of Labor and Industry has the soundest and broadest views of the Safety problem of all whom it has been my pleasure to meet. As you see from the program, he will speak on "What Labor Should Do for the Safety Movement." He is Vice-president of the International Association of Machinists and has been for the past year or more on the Industrial Board of the State, representing labor, and while a member of this Board, his practical knowledge, sound common sense and broad viewpoint has been of extreme benefit to us all. I am very glad, therefore, to be able to present to you Mr. David Williams.

WHAT LABOR SHOULD DO FOR THE SAFETY MOVEMENT

David Williams, Vice-president, International Association of Machinists and Member of the Pennsylvania Industrial Board.

Mr. Chairman, Ladies and Gentlemen of the Safety Conference:

The subject given to me this morning is "What Labor Should Do for the Safety Movement."

If it were possible for us this morning to bring back from the dead all those who had been killed in industrial accidents in the last two years and assemble them in a vast procession with all those who have been injured, we would have a spectacle that would bring forcibly before us the great need for action tending to reduce these industrial accidents.

It is very easy to state that Pennsylvania had 200,435 reported accidents in 1923 and 177,539 during the year 1924, making 377,974 accidents, with

a total of 4621 fatalities in the two years. But to get the real understanding of what this total means we must form in our minds a picture of the real size of this vast group when assembled in one procession. If these poor unfortunates could all be brought together, lined up in rows four abreast, the rows being placed six feet apart, we would have a procession over one hundred and seven miles long, so long it would extend west from the City of Altoona, through Johnstown, Greensburg to the City of Pittsburgh. If the line were started at this city, Harrisburg, and headed east, it would extend through Lebanon, Reading, Allentown, Bethlehem, Easton and across the Delaware River into the State of New Jersey. This vast group, starting to march, and marching at the rate of twenty-five rows, or one hundred persons, to the minute, would consume about sixty-three hours in passing any given point. The first place in the line we would give to those who represent the dead. Those poor fellows would make a line one and one-third miles long and it would take over forty-six minutes for them to pass any given point. Then would come forty-two men with both eyes out, and twelve hundred and twenty-four men with one eye out. Next we would have ten persons representing those who had lost both legs, and two hundred and ten persons who had lost one leg. Following these would come six men who had been unlucky enough to lose both feet, and two hundred and twelve who had lost one foot. Coming along next we find one man with both arms off, and one hundred and fifty with one arm off. Then eight with both hands off and five hundred and twenty-one with one hand off.

Although no record of fingers lost was kept until March 29, 1923, beginning at that time and continuing to the end of 1924, we would have 1748 persons who had lost fingers and 1605 who had lost phalanges in the same period. Placed at the head of our great procession, those representing the dead, along with those losing eyes, legs, feet, arms, hands, fingers and phalanges, would make a line about three miles long, a total of 10,358 persons of these alone. Just think of it, casualties for only two years. Marching, as stated before, this particular group, representing the dead and crippled, if we could bring them together, would consume one hour and forty-four minutes in passing before us in review. Since practically all of these persons came from the ranks of the wage earners, allowing for a supervising official to be killed or injured now and then, it seems useless to ask "What Labor Should Do for the Safety Movement." Unfortunately, up to this time, the safety movement has been practically in the hands of the officials of the companies and such Safety committees as were organized by the officials of the various companies, plus the efforts of the Department of Labor and Industry through their safety codes and factory inspection. I should say first of all that, labor, organized and unorganized should assist the safety movement in every way and when I speak of Labor this morning, I represent directly the labor unions, being an officer of one. I have in

mind, of course, that there are company representation plans and also that there are groups of unorganized labor who are cooperating through committees with the management, but what I say should apply to practically every organization.

First of all, I believe that they ought to get a thorough understanding of what the employers and the Department of Labor and Industry are trying to do. It is easy to say that men ought to understand these things, but men in the shops are taught to take orders. They are not taught to think for themselves. If they were you wouldn't need the foreman, and they have been taught many times to believe that what the boss forces on them is something that they ought to have, so that to get to the real features of this subject, labor ought to start and make known to its members that the efforts being put forth to reduce industrial accidents are efforts being put forth to make it safer for members of labor itself, members of their own families and members of its own organization.

I will say this in connection with the conference of the State Federation of Labor, held in this city last week, that the very first resolution which was passed was a resolution instructing our President and Executive Council to confer with the Secretary of the Department of Labor and Industry and assist him in every way possible to try to bring about plans and cooperate with other movements for the reduction of these industrial accidents.

Second: I believe that we should, in our labor unions, where we have these workers' educational bureaus and educational departments, secure the proper literature for distribution among our members so that there won't be any question at all as to the part that labor wants to take in the movement to reduce accidents. In many ways it can be brought about. In fact, so many ways present themselves that in the limited time that has been given to me, I simply don't know where to tackle each problem. Labor has to educate the wage earners along with the other movements that are being carried on if they ever hope to have any success, and a great work can be done if the various labor journals and various labor committees will start right at the bottom and secure the proper literature and go to it in the manner that they should. Another thing that labor should do—it is probably a ticklish question to bring up—altho it isn't for me, because I have always believed that total abstinence from the use of alcoholic drinks would reduce accidents in industry, I believe that the labor unions should make a thorough study of the effects of alcoholism on industrial accidents and lay the facts plainly before their members, and if it is shown that the use of intoxicating drink does increase industrial accidents, and I believe it does, then we ought to advocate temperance to our members, regardless of who it hits or who it hurts.

The February International Labour Review, printed in Geneva, Switzerland, has a very extensive report on the subject and it takes into considera-

tion everything that probably could be considered in order to arrive at a basis to determine whether or not industrial accidents are increased by the use of intoxicating liquor. In this report the medical and surgical authorities sum up the relation of alcoholism to industrial accidents as follows: a. By its action on the nerves alcohol renders an individual more liable to sustain an accident; b. By producing a degenerate condition of the body, alcohol renders the processes of repair of injury difficult; c. By its action on the heart and reduction of the body temperature, alcohol renders death more liable from injury or operation; and d. Erysipelas and other complications are likely to arise in alcoholic subjects.

That labor, in spite of the repeated requests of some wage earners for light wines and beer, recognizes the effects of intoxicating drinks upon its members is shown by a survey of the constitutions of eighty-six international unions affiliated with the American Federation of Labor during the year 1923. Of the eighty-six unions whose constitutions were examined, it was found that forty-four international unions representing a membership of 2,015,800 persons, had taken some action regarding the use of liquor by their members and designated certain penalties due to intoxication or offenses having to do with the use or sale of liquor. In this connection, sixteen international unions deny liability benefits to those injured on account of the use of intoxicating liquor, fourteen unions will not pay sick benefits to those who become ill on account of the use of liquor, eleven unions fine those who appear in their meetings in an intoxicated condition and create a disturbance, eleven unions reject petitions for membership if the applicant is known as a habitual drinker, nine unions refuse to pay death benefits for those whose deaths are caused through intoxication, and the survey continues in this manner.

Speaking strictly from the desire to eliminate industrial accidents, and taking into account as far as I can the number of accidents that occur on Monday, after the men have been off on Sunday having a chance to drink the concoctions we have today and nobody can kid me that they are not making drinks that you could compare to embalming fluid or horse liniment, even in spite of the dry laws, and taking into consideration that Monday is when many new men start in the shops and that new men are liable to be injured more than old employes, experienced employes, I think we can safely say that many many thousands of men in this State come into the plants in the morning not fully recovered from the effects of the dope they have been drinking and are more liable to cause accidents than men coming in in a normal condition. I am not condemning these men, because in my experience in labor movements I find the old men have formed certain habits. They used to get the only recreation they had through drinking beer and intoxicating drinks years before we had automobiles, radio, movies and one thing and another, and those old habits are going to die with these

men. Not only the men who work for wages have it but the bosses and employers have the same habits and they are going to die with them too, so that we must try to offset the influence of the habits of the old men by the education of the younger men. My belief is that the labor unions should find out the truth of the matter and give to the members the educational matter that is necessary to show them that temperance and abstinence from intoxicating drink is a benefit to them in more ways than one, especially in the reduction of industrial accidents.

Fourth: I believe that the study of the safety codes and accident prevention should be made a part of the apprenticeship system of every trade. In many trades the labor organizations have an agreement with the employer covering this apprenticeship system, but, starting with the boy, if he comes in to learn a trade, and the one thing that is brought out plainly before him is that he must understand that it is a big disgrace for him to become injured or to be responsible for an act that will injure any one else, that it is as big a disgrace as it is to spoil a job, and then we might carry it further, as bad as an act of treason to the country for him to attempt to do anything to hurt anyone. I believe if that kind of education can be started with the apprenticeship system, then we are forming a foundation for real results. Also, take the matter of vocational education. In our convention last week, we decided to ask the Department of Public Instruction to place a special study in every course of vocational education, where the Department of Public Instruction had anything to do with it, either in part time cooperative courses, where the boy goes in the schools two weeks and then in the shops two weeks, whether in the regular schools held wholly within the school walls or whether it is in the continuation schools. We believe that part of the course should be a study of the rules and regulations of the Department of Labor and Industry, safety measures and accident prevention, making it a special duty that the boys or girls there become fully acquainted with all the movements that are being used, and the ideas being developed, in order to save them from accident after they go out into the world in order to try to earn a living.

The sixth and last point: One of the ways that labor could assist in developing the safety movements is to assist in trying to devise safety guards and appliances for the employer in a manner so that they can be manufactured as cheaply as possible. My experience on the Industrial Board is that some man comes along with a good idea and he has his idea patented but the need for some kind of a guard for that particular machine or operation is evident and the Industrial Board decides to approve that guard. Then along comes some agent who tries to force the installation of that patented guard upon the manufacturer, maybe at a high cost, and when the manufacturer puts it on the machine we find the mechanic using it don't want to work with it on the machine. He says it is in the way and

that he can make a better one than that. I have had that experience in three or four trades since I have been on the Industrial Board and I have gone to these men and in every instance I found that the man was receptive to assisting in the safety movement but was not agreed that that particular guard or appliance was what should be used. I know of one case where just recently an employe probably saved a manufacturer \$4.00 on a guard for 700 guards, and the employe is satisfied to work with the guard that is being put on and manufactured right in the shop. My contention is that if we could get the employes, and we are advocating it to assist an employer—assist an employer in getting guards manufactured as cheaply as possible, he is keeping down the cost of production, he is reducing the accidents and he is going to reduce in time the insurance premium for that employer. This, in the end, is going to allow us to increase the maximum amount of workmen's compensation, which is now limited in this State to \$12.00 per week. We think this is a disgrace. Unfortunately, in the shops too we find men who can see the danger of the operation being carried on by the man alongside of them, but they don't see any danger in their own operation. We must do everything that we can to bring about the educational part of this program to try and convince some of these old fellows, and I say old fellows, because I find out that the hardest man to convince is the fellow that has gotten to the point where he believes he knows every operation in the shop. He has learned these operations and has acquired these habits while he was a young man, before industry was carried on at the speed it is being carried on today. It is pretty hard to convince that fellow that he is in danger. I don't tell stories very often in making a speech, but I had one that is true come to me last year that I think will illustrate this point. I have a friend who goes up in the Governor's country, Pike County, to catch rattle snakes and he gets a great thrill by catching rattle snakes with a little stick. When he sees a snake he gets a stick and gets behind him and ties him to the stick and takes him right along with him. He gets a thrill such as some of you get in going shooting or in catching a big five-pound trout. He gets a thrill going after rattle snakes. While going up to Pike County one day last year in a great big car, alongside of the road he sees a big snake and he stops the car and gets a stick and gets behind the snake and finally he has Mr. Snake tied around the stick and tied to the mud guard. Along comes a fellow in a Ford and he stops alongside of him and says "What's the matter, broken down?" Then he notices the snake. "My God, man, you have a rattle-snake. You had better let go of him. Don't you know rattlesnakes kill people?" My friend said, "Don't you know that more people are killed by Fords every year than by rattlesnakes?" So the fellow says, "I guess you are about right." My friend tells me he said he had his arm broken with a Ford but he was never bitten by a rattlesnake. We have the same

conditions in the shops. A man working on a dangerous operation sees no danger in it.

To you representatives of labor who are here this morning, I can only say this, I have been on the Industrial Board for a year and I believe that labor is behind both the Department of Labor and Industry and the employers in trying to reduce industrial accidents and if we will only give our co-operation to this movement doing everything that it is humanly possible for us to do to assist in the movements, give our ideas and develop new ideas, I am satisfied that great results to reduce the casualty list we have had for the last two years will come immediately.

MR. LANSBURGH: You will notice on your program that after each talk we have listed a discussion. Now, ladies and gentlemen, the life of this Conference is going to be the discussion. I know that the meetings I have attended that stand out in my mind are those in which there has been real argument on points which have been brought up. My job is to see that the argument does not go too far in order that we may be through on time and this afternoon it will be Mr. Auel's job but we should have the discussion. Now, I know that there are many here who have had experiences, which should be recorded at this time on the subject of "What Labor Should Do for the Safety Movement," and with Mr. Williams' fine talk as a basis, we ought to hear from some of you. I will ask you when getting up whether you think I know you or not, to state clearly your name and connection, so that we may all know it and so that it may be written in the record of this meeting. From whom shall I hear first?

DISCUSSION

T. H. Carrow, Superintendent of Safety, Pennsylvania Railroad Company,
Philadelphia

MR. CARROW: Mr. Chairman, I hesitated a moment before I got up, hoping that somebody would start but then I feared you might call the discussion off if I didn't get on my feet. I have to say that Mr. Williams' approach to this question was perhaps the finest and most intelligent that I have heard in many a day. I have no criticism to make of his paper whatever. I do believe, however, that there is a possibility, and a great possibility, of taking the general statements that he has made, and that he has necessarily made, and analyzing them with the view of reaching some definite understanding of this question of accident prevention, which is so far up in the air that most people never see it at all. We spend, and have spent, in this Hall of Representatives hours upon hours discussing academic questions, safeguards and all the other rigmarole that goes with accident prevention and have failed, utterly failed, to get down to the bedrock of

the question which Mr. Williams has so ably suggested this morning. If you will permit me to give expression to a personal experience, I will tell you what I have in mind. I was asked by an officer of the Midvale Steel Company this week to make a talk before his general safety committee, and I have always considered it an affront to an audience to speak without some preparation. Consequently, I was somewhat baffled to speak to these men, who have for years listened to the best experts in the country on accident prevention, so, all of a sudden, out of fifteen years' experience I obtained what I might call an inspiration, and whatever other merit it may or may not have, it has the merit of sincerity. Now, I believe that from today on we ought to undertake to analyze the human being in relation to this question, which has never been done to my knowledge. I have sufficient information regarding our distinguished Secretary of Labor to believe that he is competent to proceed along this line.

My first suggestion is to take the individual and divide it into three parts. We want to take his physical being and study his health and strength and skill and quickness and action and eyesight, which is his positive side. We want to take the negative side, which is his weakness, clumsiness, laziness and poor eyesight. That is the first part of it. The second part is his mental being, his understanding, his judgment, his reason, his perception and appreciation, the positive side. Then you came to the negative side of his mental being, his natural limitations, his forgetfulness, his poor judgment and dullness, and most of all, and I want to emphasize this point, we want to study his morbid being, his appreciation of the right, and I am not referring particularly to religious right or to the right we usually think of when we speak about the Ten Commandments, but a desire to do a thing in the proper manner, and, what is more important, the dissatisfaction when it is done wrong. And, then on the negative side of his morbid being, we have the individual's carelessness, recklessness and don't care spirit and lack of perception.

Now, Mr. Chairman and friends, my remarks are about to come to a conclusion and I want to make this point, that if the supervising officers of the industries and railroads of the State of Pennsylvania, and if the men who are thinking like our previous speaker, Mr. Williams, and the Department of Labor and Industry, approach this problem on the basis of the human being, and we can even now forget guards and all that sort of thing, and we should recognize that in the degree we have health and strength and skill, in the same degree we will put disease in the background; in the degree we have understanding and judgment and appeal to the man's reason, we will overcome his natural limitations; and in the degree that we can instill into the minds of workers, and to supervising forces also, an appreciation of the right and the desire to do the right thing, and dissatisfaction in knowing that the men under your jurisdiction are not doing

the best they can on the safety problem, then we will come along with that thing we desire most of all, a desire to be safe, a desire to be efficient and a desire to make the State of Pennsylvania a safer place in which to live.

Mr. Chairman, that is the contribution I wish to make to this discussion.

MR. LANSBURGH: May I express my appreciation, Mr. Carrow, as well as the appreciation of this group, for starting the discussion in this conference so well. That was fine. Who is next?

R. J. WILLIAMS, Representing Wyoming Valley Trades Council,
Wilkes-Barre, Pa.

Mr. Chairman, I would like to state what labor is doing for the safety movement in the Wyoming Valley. Last January, we realized that we had to educate the workers particularly in the building trades, as to the value of accident prevention. We have gone so far as to take in all trades, not only organized labor, but we are getting into the mills and plants that aren't organized and will distribute in a few weeks 40,000 copies of our Safety Quarterly in the territory covered from Hazleton to Nanticoke, preaching safety. I might take this opportunity of thanking Mr. Lansburgh and his staff for their courtesy in going over the proofs of the Safety Quarterly. We have in mind the inception of a safety committee, which will be composed of at least four members or labor organizations namely, carpenters, electricians and painters and one member on the Board from the United Mine Workers. These four men will go out and talk to the various locals at meetings and preach safety and at the same time boost our quarterly, published every three months. In order to get the workers to keep the book—we all know that all workers do keep track of their time and yet they won't go out and spend ten cents for a time-book but if you give it to them they will use it, so we are putting in time cards in the Quarterly, enough weekly time cards to keep the weeks in the quarter, and they can't use the time cards without having the thought of safety brought to their minds and we figure that when they begin to think about figuring up their time the first thing they are going to think about is the Safety Quarterly. Arrangements were made yesterday to conduct some meetings in Wilkes-Barre at which Mr. Spicer and one or two others of the Department of Labor and Industry are going to come and help, as labor in the Wyoming Valley ought to do something for the safety movement. I thank you.

SAMUEL B. HART, Member of Labor and Industry Committee, House of Representatives.

Mr. Chairman: I simply rise at this time to ask a question of the Chairman, which is, to what extent, if any, the colored group of labor is considered either directly or indirectly in connection with your Department. I ask this question, noting the absence of any of my group here today.

MR. LANSBURGH: The mailing list of the Department of Labor and Industry is composed of all those who at any time have expressed in any way, shape or form an interest in the safety movement. It has been built up over a period of years. We trust, for instance, that there will be added today to that mailing list a number of names we have not heretofore had. In calling a conference of this particular character we circularize our entire mailing list twice, calling the attention of each person on the list to the conference. We send safety literature to every one who has ever expressed an interest in the safety movement as long as their name is on the list. Our mailing list is a continuing list which is constantly being built up. As far as the unorganized colored worker goes, I am not certain that we have taken any direct steps to reach him in any different way from those we have taken to reach any other worker of the State. As far as the organized colored worker is concerned, among the most active participants in the safety discussion at the Convention of the State Federation of Labor last week were several representatives of the colored workers. They have been definitely represented, at least, in that one respect. If we have failed to reach any particular group by our methods and if we can be advised how to reach them, we assure you that we shall make every effort to do so. I felt that we were reaching the whole community who were interested, especially in the safety movement, through our mailing list, which we have been constantly building up. I am not sure that I answer your question.

MR. HART: I take it from that answer that the absence of these particular people is due very likely to their own neglect to take advantage of the opportunity offered by your Department.

MR. LANSBURGH: Of course, that would be my position. If there is any information to the contrary we should be glad to know it.

W. F. DITTMER: Westinghouse Electric and Manufacturing Company, Pittsburgh, Pa.

After years in the safety movement we lately conceived the idea of making what we call a Safety Calendar, consisting of the different appliances used throughout our plant, and the time in which we make the regular inspection. This, of course, is subject to change as we go along. For instance, we begin with, annually, crane operations and tool and equipment inventory. (That

takes in all machinery and elevator tanks) ; semi-annually, electrical hazards, food handlers (that is our waiters, who are examined every six months). Fire drills, stretcher cabinets, mushroom tools, ladders, gas masks, belt lacing; quarterly, wheels, goggles, sterilizing outfits; monthly, vent pipes, flood gates, safety meetings; weekly, first-aid cabinets and bulletin boards. We have dip tanks which are very much of a hazard and we have a continuous inspection on those, elevator cranes, crane slings, ventilating fans, fire equipment, fire extinguishers, buckets and hose. We began this probably six or eight months ago. We feel that in our work it is going to help us considerably.

I would like to refer to one of our latest safety kinks in reference to wearing goggles. You know what a job it is to get men to wear goggles. We have fitted a regular goggle to what might be called a shield or visor. We began by first equipping or fitting it to a cap, but some men are unable to wear a cap all day long because it causes headaches. Therefore, we fitted it to this visor, which is fastened to the head by rubber bands. We feel that this will be, or can be, put to use with wonderful success, not only for men on chipping or lathe work, but for welders, furnace men, and men who do work of that nature.

I might also say that in our exhibit in the center of the room we are showing a number of safety appliances, which we use, and we will be only too glad to send to any one of you working drawings of any of the items you wish to put to your own use. I thank you.

MR. LANSBURGH: In order to keep the program moving along I am going to close the discussion of Mr. Williams' paper at this point and move to the next step in the program in which several gentlemen have agreed to help us. This is the presentation of several practical safety kinks, which are somewhat new. The first gentlemen that I am going to call on is Mr. M. C. Goodspeed of the General Electric Company, Erie, Pa.

M. C. GOODSPEED, General Electric Company, Erie, Pa.

Mr. Chairman: I just want to bring to you two or three ideas, possibly not new to all of you, I hope new to some of you. I would like to suggest that we make a great study of the use of goggles, which is an old subject, but one applying to different odd jobs. We have just begun to appreciate that there are certain jobs, which, due to their development, have changed somewhat and will necessitate the use of goggles. We found a certain increase in our eye cases, all of them, fortunately minor, which has led us to that conclusion. I bring you that, thinking that possibly you may have the same condition in your plant.

Leggings—another old subject, but we have had two accidents recently where the iron splash struck across the top of the ordinary legging and went

down inside the trouser and legging, burning the leg and foot. At the suggestion of our malleable-iron-foundry superintendent, we have made up and have been using for the last two or three weeks, a legging consisting simply of a piece of canvas about ten inches wide, fastened at the man's back and snapped on to the side of the ordinary legging with automatic counter snaps, using either two or three snaps, one being placed in the center of the legging and the others at the side, which makes them so that if he is a right handed man and he happens to pick up another pair changed to left handed, all he does is to take that piece off and throw it over to the other side of the legging. In making them interchangeable and by making use of that piece, which does not wear out as fast as the others, they are readily taken off. This also serves another purpose which is appreciated by our fellows and that is that it protects the trousers from the sparks, which ordinarily do no damage except to burn holes in the trousers.

I would like to emphasize the point made by the previous speaker, Mr. Williams, of securing the cooperation of the man himself in the installation of your guards or in solving operative condition problems. If you put on a guard which you think is all right, and the man doesn't approve of it, it is difficult to get his cooperation. If you put it up to him as a privilege to solve his own condition, even going so far as to suggest a solution to him, letting him help to work it out, you will get his hearty cooperation. You will find this will work a great deal better than any other way of solving the problem.

The new man is instructed when he first comes in. We are finding that that instruction doesn't always stick. Accidents are occurring to the men who have been on the job two, three, four, or five weeks instead of to the men who have been there a few days or men who have been there a year or so. I mention this to call attention to the fact that we need to review our instructions to the new man. He doesn't always absorb all you give him the first time and he needs to have it reviewed after two or three weeks to see that he is absorbing the points which you have given him.

Just one other point, the use of common sense. Every one of us from time to time have accidents. We cut our fingers or have some other accident because we are thoughtless at the moment, and the more we can get the cooperation of every one to use common sense and thoughtfulness on the job which he is doing, the better can we eliminate the accidents.

In every job there are a few inherent danger points. The man on that job must watch those danger points. He doesn't need to take care of the danger points on some entirely different job. I appeal to you to study the individual job and to have the man on the job study his job with the view of eliminating the dangers and hazards of that particular proposition and, if he will do that, in conjunction with the man, as suggested by the previous speaker, who may see the hazards on this job sooner than on the one he is himself working. Together they may be able to eliminate a large percentage of the hazards we now have or accidents we now have.

JAMES B. DOUGLAS, The United Gas Improvement Company,
Philadelphia, Pa.

It occurred to me to state here, noting what Mr. Goodspeed said with reference to instructing new workers, that the Accident Prevention Committee of the American Gas Association is now developing a chapter on a study of hazards by occupations with a view of handing the new man a chapter, a sheet outlining such hazards as he may meet in his work, for instance the gas maker, meter reader, they are all put under separate classifications on a single sheet and each occupational hazard connected with each occupation can be given the new worker. We, in the organization of the United Gas Improvement Company, Philadelphia, regard the instructions of the new worker, the new man, in safety as a most important field. The chapter being prepared by the American Gas Association under the supervision of our very distinguished friend, Mr. Scott, who is to speak this afternoon, is now well in the course of preparation and should be available to all after the meeting of the American Gas Association next fall. While they have tried to pick out the hazards peculiar to the gas industry they are applicable to a number of other industries also.

OLIVER CROMWELL, Elk Tanning Company, Lancaster, Pa.

One other point I want to bring out in connection with instructions to old employes. If we move an old employe to another department with which he is not familiar, he should be instructed as to the hazards of that department too.

F. HARTENSTEIN, Lehigh Valley Railroad Company

Mr. Chairman: On each division of our railroad we have what is known as employment supervisors, who take the new men entering any part of the service in hand and instruct them in the hazards of the positions which they are about to take. We have obtained very good results in doing this. The employe after being instructed is turned over to the foreman or whoever he may work under, and this foreman is told that this man is a new man and he must take him in hand and teach him and instruct him in his position to avoid personal injury.

J. A. SHENKLE, Atlantic Refining Company

In the matter of instructions to new men, that of course, all of us do to a more or less degree, but I have come to realize that I know very little about safety, and I allow the new men to instruct me. In the past three months, I have stolen from some of you fellows at least ten of your safety ideas from men who have left you and come to us. I think I get more out of it than they do but, of course, I do instruct them.

C. E. SANKEY, National Tube Company, Ellwood City

Mr. Chairman, Ladies and Gentlemen: I have been in the service of the National Tube Company for ten or twelve years and have come to the conclusion that the personal religion of safety is this: that every man who is a safety man is his brother's keeper. I am my brother's keeper. When you have a fatality your hearts are sad. It is time to fight for the good of the employe, whether he be black, white or a foreigner, whatever he be: they all breathe the same air, so, therefore, today, when you leave this meeting, go home and say "I am going to be a better safety man." My life is tied up in this safety work. Men have said to me, "You take it too seriously." You can't take it too seriously. Of course, compensation is paid. They pay compensation because the law of Pennsylvania gives them that authority. I want to see a law passed to give the state inspectors more authority when they go into a plant and see men attempting to work on machinery that they know is dangerous and where they know that a life is going to be lost. They said, "What shall I do?" They said, "I don't want to shut it down." I say, "Shut it down," "Shut it down." Give them that authority in some way, "shut it down." I heard the Honorable Gifford Pinchot say right here that they are going to place men in the inspection corps of the Bureau of Labor and Industry who are competent. How can a man be competent when he hasn't the authority? Give him that authority. Don't let any man tell you that work goes before safety. That is arbitrary, it is greed for money to say so. Give to all workmen protection whether they be poor, or great, or small. I have heard a great number of men say all they do at these conferences is talk. Now, I want all of you to go home and say "I am going to be a better safety man. I am going to do my duty or resign." Think more of safety, because, gentlemen, there isn't a more honorable, honest upright thing for humanity in this country, and you are working for the best proposition there is in the world: Safety.

B. T. HOPKINS, United States Aluminum Company

Recently we have had some bad accidents on shears in our plant, which necessitated our getting a guard and through one of our employes we were able to put a guard on small shears. I have some pictures in the other room showing this guard. It is very efficient on the shear we are using now. I would be glad to have you look at that picture.

I would also like to call your attention to the safety interlock for elevators we have on display out there.

We are taking photographs of all accidents that occur in our plants, making them up into bulletins and posting them on our boards and sending them to all of the plants of the Aluminum Company of America. Although

the bulletins we get from the National Safety Council are good, very good—we figure our homemade bulletins are better because they deal with the men themselves. We post these photographs and the men see themselves in the pictures and it naturally attracts their personal attention.

MR. LANSBURGH: If you will pardon me, gentlemen, Mr. Lafferty particularly, who was on his feet before, there are several other gentlemen who were asked especially to present certain safety kinks this morning and I think we will call on them next. Then we may continue the discussion after that.

Mr. J. A. Northwood, of the Bethlehem Steel Company, has agreed to present to us a special Safety Kink.

J. A. NORTHWOOD, Bethlehem Steel Company

Mr. Chairman, Ladies and Gentlemen: In dealing with the various phases of our safety work, I find we have three types of people to deal with. First you have the pessimist, who says "It can't be done." Then you have the optimist, who says "It can be done" and then you have the pepimist, who does it.

In our work we had for a number of years a belt that came up over the shoulders and seemed to hinder the men a great deal in their work and they objected to wearing it. One Mexican laborer told me "Too much like a monkey." We worked with the proposition for a number of months. We were using a leather belt. We found that the leather deteriorated and broke very easily, particularly after being wet. We developed a canvas belt which we have tested out, dropping a dead load ten feet of one hundred and eighty pounds, and we took each section separately. We found our snap was a weak spot, so we cast a snap to take care of that. Then we found the rings were weak and we made our own rings, forged them, and we got that overcome. Then we found that two straps wouldn't stand the strain so we put three on. We now have a belt that we can give to our men and say that it is a safety belt and it will do the trick. Any one caring to see this belt can do so. It will be on the table outside.

We are doing considerable construction work and one of our riggers dropped a wrench from quite a distance in the air and it didn't hit anybody but just missed a man. The question arose as to what we should do about providing that rigger with something he could stick the wrench in and be sure it would stick. We took the old bridge builder's belt and improved on it, making a place for two different sized wrenches of five-eighths, seven-eighths or three-fourths and seven-eighths. Then the question of drift pins arose. How often do you see a man stick it in his pocket and then in changing or shifting around, drop it and let it fall on some one? We put a little pouch on the belt for the drift pins. Our men like it and use it. I am just handing that out as a suggestion.

MR. LANSBURGH: I am next going to call on Mr. E. S. Chapin, of the Pennsylvania Railroad Company, Philadelphia, Pa. who has something to offer.

E. S. CHAPIN, Pennsylvania Railroad Company, Philadelphia, Pa.

I feel a little like Mr. Goodspeed this morning. Some of the things I might have to say to you are not altogether new, but they are necessary to go over because the accidents continue to happen, due to lack of these precautions.

A recent issue of the National Safety News contained an article upon the dressing of tool heads. I do not know whether all of you saw that or not, but striking tools have been found to wear better, less liable to mushroom, less liable to have flare parts struck off when they are made with a radius on the edge not conical in character, but radial in character, if you get my thought. They have been found to wear longer and are less liable to mushroom. Also, when your sledges are not being used continuously, keep them in the tool room in a pan of water to prevent the sledge head from coming off.

Many accidents are due to slipping and tripping. It may not always be expedient to install a real anti-slip surface, such as iron treads or things of that kind, and we found in one of our shops that in the vicinity of woodworking machinery they applied paint to the floor and when it was nearly dry, scattered sand on it. We always have paint and sand around the car shop, and two or three layers put on in that manner provides an anti-slip surface which will wear for a considerable time and replacements are cheap and can be quickly made.

Grease on a concrete floor makes a slipping hazard and again I found somebody who figured that out. In one of our shops they used slaked lime, a double hand full placed on the floor and brushed off with a sweeping broom, and it helps to cut the grease and enables them to work much more readily. Besides that, a floor otherwise black and unsightly, and on which it is hard to distinguish small objects like nuts and bolts, becomes a white floor and you can pick up these things more readily and work faster.

Mr. Goodspeed spoke of goggles. I want to speak of goggles and their use for certain men. I have found more opposition to the use of goggles on the point of discomfort than anything else. If we will take the trouble, and it is only a little trouble, to see that the goggles are properly adjusted to fit the faces of the men, you have overcome their greatest objection. Second to that is that of them becoming fogged and that again can be overcome and taken care of by the use of glycerine soap paste.

Now, we have also heard about the men and the safety campaigns. Let us base our campaigns on our accident experience and work out a program, if

you like, for a year, laying out certain things to be concentrated upon in your plants for a month, we will say, basing it on the accidents for the previous year, and if you will lay out a program in that manner you will be able to concentrate on each month's program. Get a bulletin and put into it the proper literature and get the minds of all the men working along the same line, which collectively results in improvement.

I want to cite a case of a shop almost in a rifle shot of this building, where their accident record last year, I am sorry to say, was not the best, but in the month of April among eight hundred odd men working twenty-four hours a day, that is, in three shifts, they had twelve accidents; in the month of May, so far as I know, up to this morning, no accidents. These men are turning out steel cars here at Enola more rapidly perhaps than any other shop of its size in the country. They are doing that with three thoughts in mind and those thoughts are posted in the shop: first, safety; second, quality; third, quantity. As you go into that shop there is a barrel painted red. On that barrel is printed: "Leave your careless habits here." We are getting the idea of safety into the man's mind before he gets into the shop and when he gets in there he finds his gang to which he has been assigned. This is placed on the bulletin board and there each gang's record is kept separately and to form a competition you can have a kind of race; different horses or automobiles or whatever you want to use, can be made to move with the progress of the safety work. This has been done very largely through the efforts of the foreman at that plant and I saw him in March of last year when things were not so good, and I met him again in July and he told me what he was starting to do and how he had taken hold of matters. One man he said, had come to him with a suggestion he thought a good one, that is, of making one man in each gang responsible for the safety of that gang for a month. In other words, if they had ten men in a gang in ten months every one would have served as safety man and trying to beat each other's records for safety. They have succeeded, as I have pointed out, to a remarkable degree. When I speak of an accident, I mean any accident where a day is lost and to have to cut down to no accidents so far in the month of May among these eight hundred men, working in a place which is comparable, with flying rivets, to a battle field, you will see that they have really accomplished something.

Another thing which they have, and I will close with this, is a sign, rather a black curtain and on this curtain is printed: "Behind you you will find a likeness of the man who is responsible for any accident which might occur to you. Take a good look at it." Natural curiosity causes the man to raise the curtain and he looks in a mirror. That is bringing home to the men that every one who is in charge of another man should feel his responsibility for the safety of that man, even if the man is only the man himself.

MR. LANSBURGH: The last of the gentlemen who told us before they came here this morning that they would contribute at this point is Mr. Baxter Reynolds, of the Allen Bradley Company, of Milwaukee, Wis. Mr. Reynolds:

BAXTER REYNOLDS, Allen Bradley Company, Milwaukee, Wisconsin.

Gentlemen: I had a letter from Mr. Lansburgh in reference to making a certain suggestion and he asked if I would come on here and make this suggestion at this time.

Now, all accidents involve one of two things, either the operator or the equipment, and, as you gentlemen all know, who are engaged in this work all the time, the hardest thing to standardize is the operator, but you can standardize the equipment. One thing certainly has been overlooked in connection with high speed machinery that is on and off, and that is the method of stopping and starting that machinery. I think the weak link in the chain is the fact of machines where an ordinary eye switch is used, where the current can be turned on in an instant, and it frequently is, while the operator is adjusting it. The current comes on again and the machine starts injuring the man changing a drill or changing a belt or whatever it may be, and he loses a finger or a hand or arm or eye. It is certain to start as soon as the current comes on. Now, that can be prevented very handily and very economically by means of the installation of a magnetic switch, an article made by several companies. It is not a non-competitive article, but to my mind, in a motor drawn machine some sort of device of that sort ought to be installed, particularly if that machine involves any danger of the man being caught while adjusting it, if caught at the time the current comes on. At least, he ought to have the advantage of that safety measure, that is, stopping and starting from a push button, which push button can be made more safe by having it locked, preventing anybody starting the machine while the man is working on it, or the safety magnetic, the safety switch itself, can be arranged so the man can lock it if working on the machine or the push button can be so arranged that nothing can hit against it and start the machine. With the magnetic safety switch, provided with a suitable magnetic overload relay, there is no possible chance of the operator ever getting near the switch and the switch automatically resets ready to go and if the current comes off the switch it immediately stops and has to be started from the push button by the operator. I think that covers the point I wanted to make.

I might say I have a sample of one of these switches which will be on exhibition here, if anybody cares to look at it or I will be glad to answer any questions.

MR. LANSBURGH: We have five minutes more which we can devote to practical safety kinks at this time. Mr. Lafferty was on his feet before and I think I should recognize him first.

M. L. LAFFERTY, Bell Telephone Company.

I just want to make a few comments on the remarks of both speakers, Mr. Williams and Mr. Williams in reference to the safety movement.

The Bell Telephone Company of Pennsylvania and associated companies recognized some fifteen years ago that they had a real problem. We had then some 12,000 employes, scattered over three states, some 4,000 being engaged in hazardous occupations. By floundering around and making the various mistakes that we all made, in the pioneer days, or 1915, we recognized we had to keep a conscientious, hard hitting safety organization on the job, not only including the management but on the part of the employes also. We had to get their cooperation. At that time, as I said, the number of our employes was about 12,000 and we had 379 lost time accidents at that time. Our force increased since, so that in 1924 we had about 24,000, 8,000 of whom are subjected to the hazards of their employment, that is, working in the maintaining and constructing of a telephone line. Our record in 1925, of which we made our first analysis, and we can stand on these figures, was 379 lost time accidents or .10 or .23 per hundred employes. That has been considerably reduced from time to time. In 1924, we had 44 lost time accidents or 56 per hundred employes. That has only been accomplished by a systematic, conscientious, hard hitting safety organization, in which we have a stiff inspection of the actual conditions in the field, impartial investigation of all accidents by employe committees, plus a number of the management people on that committee, and the cooperation of employes in suggesting and perfecting of safety devices and protection devices. Many of these devices have been perfected and contributed by the employe.

We have some excellent devices here and will be glad to give you any information concerning them.

Another thing which an employe did was to compile a safety code, in which he set down his experience. This is placed in the hands of each and every employe, and his foreman is specifically charged with the duty of knowing that the man has read and thoroughly understands that code. The foreman is also responsible for the safe performance of the workers under his supervision.

MR. AUDEL: Mr. Chairman: If you will permit me to interrupt your program just a moment: I have listened to some most excellent practical safety suggestions and I feel sure that if time permitted, with this big audience of several hundred practical safety men and women, that we could get

each one to contribute some practical suggestion which would be a help to one or more of us. Could not your Department continue this discussion by means of writing, perhaps in your bulletin, and every last one of us here agree to contribute in writing one or more suggestions, which could be printed by you and made available to every one, not only in this State but in other states as well? It would really be the means of continuing this discussion throughout the year.

MR. OARTEL: I second the motion.

MR. LANSBURGH: I was about to make a series of remarks, one of which was that, as you have noted, in the last few months we have been using the pages of our bulletin to discuss the safety work done in the various plants in the State of Pennsylvania. We hope to continue that, and develop that, and it seems to me that a very logical course of development is exactly what you state. Inasmuch as Mr. Oartel has seconded your motion, I can't second it, but I will third it, and request from every one here exactly the type of thing which has been presented to us today in order that we may print it in the Bulletin so that it may be a benefit to you all. We do not have to have long articles. We can have short suggestions, medium sized suggestions and long suggestions, and we can print them all. I will see that you are circularized from the regular lists in this regard and you will receive requests from me, but I hope you will not wait for that request, but that you will go home and send in a suggestion, which can be printed and thus, as Mr. Auel says, to continue this discussion throughout the year.

A. H. HOLT, P. R. T., Philadelphia, Pa.

Within the last few days I have received a communication regarding crane pulleys. It might be well to bring that discussion to a head first.

MR. LANSBURGH: I might say that it is somewhat brought to a head. I had a short conference in my office yesterday with some people.

It is customary at some point in the program to call attention to the good things to come and I will take this opportunity. In the first place, might I emphasize the registration desk and ask every one of you to be sure to register, whether you know we have your name on the mailing list already or not, or whether you know we know you are here or not. Please let us have a complete registration. The registration desk is just back of this Hall.

Secondly, as I suppose is customary, a photograph will be taken of this group on the main steps of the Capitol immediately following the morning session, so will you please when you leave the Hall go immediately to the front steps so that the photograph may be taken promptly?

Next, with reference to the luncheon meeting of the Pennsylvania Society of Safety Engineers, including the election of officers, Mr. Ainsworth, who is secretary of the Society, informs me that some of you men have not replied one way or the other, men and women who he knows are here today and who are members of the Society, whether or not they will attend the

luncheon meeting. He says that provision has been made at the Penn-Harris, so you may attend even if you have not already signified your intention of being there and he hopes you will be there. He also requests that the nominating committee meet with him in the rostrum of the Capitol, just inside of the main doors, immediately after this group picture is taken.

I want to call your particular attention to this evening's program, because you might feel that it is somewhat out of your line. Of course, I know that some of you have made provisions to leave this afternoon because of business elsewhere, but I merely want to say that if you haven't heard Frank Branch Riley and you desire the finest evening's entertainment possible, stay over and hear him. He is a remarkable talker and it is impossible to do justice in words to the lantern slides which he has and the method he has of presenting them and I know that you will find it a very enjoyable evening.

The afternoon session will begin precisely as stated at 2:15 and prior to that the film of the National Safety Council will be shown at 1:30.

Now, Ladies and Gentlemen, for some years there has been a demand that there be in the Department of Labor and Industry a section which shall deal with the problems relative to the employment of women and children in industry. These are peculiar problems in which expert services and advice is required. Until this time, and for the last several years, because of lack of funds, it has been impossible to establish this section, but it has now been established, and we were fortunate to secure as the head of that section a woman whom, I was informed through many sources prior to our reaching an agreement that she was to be the head of it, was by all odds the person who was most competent anywhere to take charge of it, and in view of the fact that it has just been established and in view of the person who heads it, I am particularly glad to introduce her to this meeting in order that she may present to you some of her ideas concerning safety work among Women in Industry, Miss Charlotte Carr.

WOMEN IN INDUSTRY

CHARLOTTE CARR, Chief, Section of Women and Children, Bureau of Industrial Standards, Department of Labor and Industry.

Mr. Lansburgh and Members of the Safety Conference of Pennsylvania:

There are two factors that contribute to the solution of the safety problem: first, the provision of work, equipment that is safe; second, the presence of workers so physically and psychologically fit as to know how to keep safe. The first has its emphasis upon the guarding and protection of machinery; the second upon the improving and protecting of the health of the mechanic. These two phases of the safety problem go hand in hand, but too little consideration has often been given the second. It is a matter

of very little dispute that it is both human and economical to guard machinery and to so perfect its operations that the working of its processes shall neither catch a worker unprepared nor slow up production. There has been a tendency, however, for us to overlook the other important part of the safety movement, that of preventing the worker from over fatigue by the shortening of hours, by the providing of proper ventilation, lighting, seating and rest room facilities. In other words, I want to enter a plea against the danger of our playing too safe in our safety campaigns, against our concentrating too much upon the evident material equipment and too little upon the less tangible human factor. We can't be said to have touched the root of the safety problem until we openly face the important problem of over fatigue, over exhaustion of the worker. If this is true of all workers, it is doubly true of women, for women have scientifically been shown to have less resistance than men to the strains and hazards incident to industry. This, in addition to the fact that they quite generally have both home and job responsibilities to meet.

The State has recognized these facts in passing special legislation for the protection of the working women, but until now it has not recognized the need for a special study of the application of this legislation. The State has chosen out women as a group that shall have special legislation, and yet there is no group of workers in the State regarding whom we have less real scientific information on the question of conditions under which they work. This, gentlemen, is the "why" for of a division in the Department of Labor concentrating upon the question of Women in Industry.

Working women in Pennsylvania numerically are somewhere in the seven hundred thousands. Proportionately, however, they are barely a fifth of the total working population. Figures regarding the total number of workers are but slightly colored as they affect the fifth. As a result, all our figures on industrial workers really represent conditions as they affect men. Now, I have no objections to this information, this statistical data regarding men. Indeed, we need much more of it, but I do feel that the State, having recognized by special legislation the peculiar problems that women in industry have to face, is only taking a second and extremely important step when it establishes a section for the special study of the effect of that legislation and for general research into conditions as they relate to women in industry.

What is it we actually know about women in industry? What do we know about accidents to women? We have a number of impressive figures which pertain to causes of accidents for total workers and can say the chief cause of accidents is handling of objects; second, machinery; third, I believe, falls of persons. Had figures been available separately for women, I have no doubt but that we would find falls were the chief cause of accidents. And, what about the manner and occurrence of these falls? Are we to

blame women's shoes for all of them? In addition to this very serious problem, is it not possible that a nervous condition, resulting from fatigue, has played an important part in these falls?

In my work with the New York Bureau of Women in Industry, the bureau of which Miss Nelle Swartz is director, I have had occasion to go over the records of some three hundred women, who have been injured on machines. In the course of the investigation we had a personal interview with every one of these women in an effort to find out just how the accident occurred, but in 75 per cent of the cases the women could give absolutely no information. All they could say was "everything got black and I just got caught." We couldn't say scientifically that fatigue had an important part to play in these accidents. We can say that in the majority of the cases the women were working on machines with approved guards. One thing of real significance, however, we did learn. Over half of these women had been employed on that machine for less than six months and five had been employed on the machine which injured them less than one month. In other words, it was the inexperienced worker who was injured. We may guard our machinery but we can't call it safe until it is under the direction and control of a worker so trained as to understand the possible dangers of that machine. In other words, to solve our safety problem, we must have trained workers. That has been said this morning, but, Ladies and Gentlemen, to solve our safety problem we must keep our workers when we have trained them. The United States Bureau of Labor Statistics tells us that labor turn over is the real cause of a great proportion of our accidents. From the point of view of the working women let me say that wages and conditions of work are the causes of labor turn over.

I have dwelt upon the conditions as they affect the women in industry. It seems hardly necessary to point out the need for a section in the Department of Labor and Industry to study conditions as they affect children, but, merely from the point of view of accident prevention, let me say that in the child worker we have a worker wholly without the two recognized requisites for industrial safety. We have a worker who is inexperienced and we have a worker who is irresponsible. It is a good bit to ask a boy of fourteen to think safety. We may guard our machinery, we may make all the safety regulations in the world, but the child, with his insatiable curiosity, with his callousness to personal safety, will somehow or someway manage to find a way to get hurt. Yet, in Pennsylvania at the present time, were that child illegally employed, therefore doubly exposed to accidents, he would not have even the protection of the Compensation Law. These are the conditions that we want to bring out. We do not want to generalize, more than that, we do not want to sentimentalize, but we do want to know the facts.

The function of the Section of Women and Children in Industry, as I see it, is to enlarge the opportunities for the working people and, at the same

time, to guard their health. From this point of view, I believe we can safely say that the whole program of the section might be called a safety program.

MR. LANSBURGH: If there is any one who desires to discuss the problems which Miss Carr has raised concerning Women in Industry and their relation to the safety movement, or to ask Miss Carr any questions at this time, we shall be glad to hear from them.

If not, we will declare this morning session adjourned and request that you all proceed to the steps of the Capitol for the photograph.

AFTERNOON SESSION

Presiding: C. B. AUDEL, President, National Safety Council.

MR. AUDEL: We have all realized by this time that in addition to laboring under Standard Time, we are also laboring under a new time called "Precisely" time; it is a cross between Standard Time and Daylight Savings Time. As a matter of fact, our delay in getting started this afternoon was due to a meeting of the Pennsylvania Society of Safety Engineers which took the time to elect officers for the ensuing year. You have heard about the society from the Secretary, Mr. Lansburgh, this morning, and I may state that all Safety Engineers within the State, and I presume without the State, are eligible for membership. We would like to have you join with us. The dues are merely nominal, one dollar a year, the society is more or less an informal organization, meeting at regular intervals to help out the Department of Labor and Industry of this State, as well as to exchange experiences among ourselves. There will be somebody at the door this afternoon to receive any applications for membership in the Society from those of you who desire to join and should any of you be so forgetful as to leave without applying you can at any time join up by communicating with Mr. Cyril Ainsworth, of the Department of Labor and Industry, who is acting Secretary for the organization.

About a month ago I had occasion to preside at a meeting rather similar to this, under the auspices of the American Society of Mechanical Engineers, and the National Safety Council, where I said something that I think will bear repetition here, to the effect that those of us who form the average audience do not fully appreciate that on an occasion of this kind we are having served up to us in tabloid form more or less the business experience covering a range of ten to fifteen or twenty years of the speaker with all of the dross and the routine removed, and furthermore, I do not believe we fully realize that the speakers spend a week, perhaps two weeks or even longer in the preparation of what they give to us. As, however, we are not an average

audience, but much above the average, I am going to assure the speakers that we do appreciate their efforts in our behalf.

One of the speakers has come from a very considerable distance to be with us today, so I am taking the liberty to advance him on the program, and will call on Mr. C. B. Scott, who will talk to us on Accident Prevention in the Gas Industry. Mr. Scott is set down on the program as being connected with the American Gas Association, but he is an exceedingly modest man, as you will appreciate when I tell you that he is not only the head of the Bureau of Safety of the Commonwealth Edison Company, but he is Chairman of the Accident Prevention Committee of the American Gas Association, Chairman of the Accident Prevention Committee of the National Electric Light Association, and a member of a good many other organizations, in fact, his entire life is devoted to safety. I know of a no more broad gauged man than he, nor do I know of any man that is his equal in responding to requests such as this; I have very great pleasure in introducing to you, Mr. C. B. Scott:

ACCIDENT PREVENTION IN THE GAS INDUSTRY

CHARLES B. SCOTT, American Gas Association.

Mr. Chairman, Ladies and Gentlemen: I assure you that the Public Utilities and particularly the Gas Industry membership of the American Gas Association, appreciate this opportunity of having a part on your program, and greater than that, of receiving the inspiration and the many good things that have been stated here during this conference. The influence of such organizations as the National Safety Council, the National Fire Protection Association, and such governmental bodies as your Department of Labor and Industry in stimulating an interest in safety and in perpetuating better plans for safety is generally appreciated. And I am sure that without the diligent activities of these associations which have in a way aided this movement, there would not be the interest in accident prevention which the public now has nor the deep concern which the industries in general have in this work.

I think accident and fire prevention are very properly a governmental activity under such bodies as yours, because all of the people are interested in it. Carelessness for life and property continues increasingly to impose its burden on society and absorb its life and substance, and this being true, it is a very proper function of a governmental body to take an active interest in the saving of life and property. The public utilities of this country have a concern in accident prevention that is just a little different from the ordinary interest of industry. The time has come when the term "public" and "the customer" have become synonymous with these public utilities, and for this reason these public utility companies are not only concerned in acci-

dent prevention as it has to do with the hazards of the particular industry, but they are interested in the general safety of the public. And many of these public utilities are not only supporting such organizations as yours, and such meetings as this, and doing what they can in the interest of public safety, but they are going farther than that, they are utilizing their own staffs in the communities in which they operate, for the purpose of assisting in the solution of the public safety problem. They look upon this as a sort of civic responsibility, and I think this work is being appreciated; it is establishing for these Public Utilities a better relationship with the public just as better employment relations are bound to improve where industrial safety within the plant is undertaken.

There are many of these public utility associations who are assisting in the work of accident prevention, the work of which and the accomplishments of which are not generally known. I refer particularly to such national organizations as the American Railway Association, the National Electric Light Association, the National Electric Railway Association, and the American Gas Association. Ever since the inception of the Industrial Safety movement, the American Gas Association provided itself with a Safety or Accident Prevention Committee, of which the Chairman of this committee has for many years been a very active and a very helpful member. This committee was charged first with the duty of interesting the management within the gas industry in the subject of accident prevention; later, in the development of plans based upon proper research for greater safety of operation in that industry. The members of this committee are volunteer members whose services are furnished by the corporations for which they work. The gratuitous service that is given in safety work is very significant. The National Safety Council which has been such a very strong instrument in the development and organization of industrial safety work, has been largely maintained by the volunteer service of men who from the beginning had faith in organized accident prevention, and who gave their time and their efforts to the work, not from any mercenary motive, but purely for love of the cause and because they believed that it was a worth while work. And this is not only characteristic of the National Safety Council, but of these Public Utility organizations to which I have referred, and of the accident prevention committee of the American Gas Association.

I think one of the most outstanding accomplishments of this committee of the American Gas Association has been a report which was made by a commission of eminent physiologists on the subject of resuscitation. This commission was formed in 1921, was appointed by, sponsored by and financed by the American Gas Association. And after very scientific and thorough study of the subject of resuscitation this commission in its findings recommended the Sheaffer prone pressure method of resuscitation and restoration from carbon monoxide asphyxia, or what is commonly known as gas poison-

ing. The research of this commission not only included the study of this manual method but it also included a careful and scientific study of the mechanical devices which were then being marketed and for which merit was claimed. And in their final findings they very strongly recommended that in all cases of electric shock, gas poisoning or drowning, or suspended animation from any of these causes, that the treatment should be this manual or prone pressure method, and that the mechanical devices for which merit had been claimed should not be used. While this subject was under study by this commission some of the members at the same time developed an inhalator, or a respiratory device, which is to be used supplemental to this prone pressure method. This device—and I understand it is on exhibit here—injects into the lungs a combination of oxygen and carbon dioxide in such combination or mixture that the breathing of it eliminates from the body the poison which has been produced by the inhalation of the carbon monoxide. The finding of this method and the technique of it as reported by this commission, has been very generally approved by other organizations such as the Bureau of Mines and the National Electric Light Association; and Surgeon-General Cummings, of the United States Health Service Department is now arranging for a conference in Washington, at which it is hoped to standardize the technique of the application of this method, so that the Bureau of Mines, the Gas Industry, the Electric Industry, the Red Cross, and other similar organizations and industries will be in thorough accord in the teaching of that method.

In the demonstration which is to be given here this afternoon by Mr. Harmer, the standard method to which I referred will be used, and that is the method that it is hoped that this conference will adopt as a standard method and that it will be taken in all these industries and organizations.

The wisdom of the finding of this commission has been demonstrated by the experience in the gas and electric fields since that time. The American Gas Association has awarded many medals known as the McCarter Medals to employes who have restored or resuscitated either a fellow-employee or one of the public, who has apparently been overcome by gas poisoning. This medal was provided and donated by Mr. Thomas N. McCarter, Vice-president of the Public Service Corporation of New Jersey, not only as a reward of merit for the saving of life, but in order that publicity might be given to this method.

The American Gas Association also awards another medal known as the Addicks Medal which was donated by Mr. Walter R. Addicks, Vice-president of the Consolidated Gas Company, New York. One of these medals is awarded each year to the most outstanding case of intelligence or bravery in the saving of life, without reference to resuscitation or the method employed, and was given to stimulate greater safety in the gas industry.

The accident problems in the Gas Industry and in the Electric Industry

are not as most people generally believe, entirely different from those of other industries, but they are practically the same problems with which you have to deal, in whatever industry you may be engaged. In the Gas Industry a great majority of our accidents are brought about by such common causes as handling heavy material, slipping, tripping, or falling, cuts and burns, and the usual category of hazards in the industry. About the only exceptional hazards involved in our particular business are those of gas poisoning, gas explosion and street excavation, the hazards incident to street excavation. And the committee working in this particular industry in an effort to develop plans for safety have to work upon practically the same lines that other committees are working who are working for an entirely different industry are confronted with. Gas explosions in the coal gas manufacture, usually occur in the ovens and retorts, and in the purifying boxes, and very seldom in the gas holder. In the water gas manufacture they are liable to occur in the machine, in the blast line, in the blower and in the purifying boxes. These explosions are, however, very infrequent, due to the development of safer equipment and particularly to the development of safer practices in the manufacture and distribution of gas.

If I may contribute anything of value from the experience to which Mr. Auel has referred as covering a number of years, anything worthy of your attention at this important meeting, it is my very strong impression that the outstanding mistake that has characterized our safety work has been an over emphasis on what is commonly known as the physical hazard of the work. I believe that the progress in safety work has been retarded because of the wrong procedure in carrying on the work. And that wrong method to my mind is no where so apparent as in the over emphasis placed upon the hazard of the physical property. It has been only recently that we have become appreciative of the importance of the proper selection, proper instruction, proper training and proper supervision of the men in industry as elements in accident prevention, and this portends a better future and greater progress. The importance of selecting the right man for the right place is generally conceded. Our error has been that we have lost sight of this side of the question, and we have given too much attention and exerted too much of our efforts toward the solution of the purely mechanical hazard. That plant is safest where there has been a careful selection of men and where a proper allocation of men is made, taking into consideration their mental and physical qualifications for the particular job, supplemented by careful instructions to the new man as to how his work should be performed, and pointing out to him the hazards that may be involved in that employment, the subsequent training of the men in the matter of safe practices, efficient operation and efficient service, and lastly an enforcement of, and obedience to the common sense safety rules that apply to that particular industry or that particular work. Such efforts as these, well di-

rected and continuously employed, will bring about safe operation and a good record for safety within the plant much sooner and more lastingly than attention wholly to the physical or equipment side of the property, necessary as is attention to those.

Industrial accident prevention and public safety very largely depend upon the interest and the information imparted to the people concerned, and spasmodic or spectacular safety work within the industry—spasmodic or spectacular work as far as public safety is concerned—will soon be relegated to the past, and all of us, whether we are connected with the public utilities or with the steel industry or with the wood working industry, will reach the point where we will appreciate that to have our plants safely operated, and we as citizens will realize that if our community is to be made a safe place in which to live we will have to direct our efforts in the industry to the selection, the instruction, the allocation of the men, and to a proper supervision of the men after they are employed, and by proper supervision—I mean close supervision—and so far as the public is concerned, we will reach the point when we will know that it is largely a matter of arousing the public interest, arousing the public conscience to a realization of what these public accidents mean, and informing the public in the ordinary common-sense every day methods of safety within the community.

The membership of the Gas Industry association, that I, in a way represent, appreciates this opportunity. Not long ago our committee passed a resolution or took action to the effect that the gas companies throughout the country should be instructed to seek participation in such meetings as this, to seek places on the program in any safety meeting, whether it had reference to public utility business or to the public, or to any other industry, in order that we might make our contribution as a people, as an industry, to do something to help bring about a safer country, and have the great industries in this country of ours operated safely. And we pledge you, and I speak for the members within your own State, our hearty cooperation in all your efforts, and we thank you for this opportunity.

MR. AUEL: I am very glad indeed that we have had Mr. Scott with us. He has not only emphasized the point brought out by one or more of the speakers this morning, to the effect that it is the man, the employe to whom we must give the greater part of our attention in his safety work if we are to continue to progress; he has also pointed out how much we are indebted to the American Gas Association which has hitherto remained in the background in the development of the Prone Pressure method which will be explained to you in due course. I have felt that safety engineers generally have been very remiss in not bringing out on our various safety programs throughout the country representatives of the American Gas Association, and this meeting today is almost the first in which we have succeeded in

getting them to appear on our programs, and I hope now that we have broken the ice, that we shall continue to hear from them, as I am quite sure that they can render very helpful service to all of us in the safety work, since, as Mr. Scott has stated, their problems are practically no different from our own.

I am going to take the liberty of a further change in the program, more especially since Mr. Scott's remarks have been in a way a preface to the remarks of Mr. Oartell, on "The Relation between Industrial Safety and Safety in the Home and on the Street." Years ago, when Safety was first undertaken in a scientific or intelligent manner, it was assumed that the problem was wholly one of safeguarding equipment; there was no realization of such a problem as public safety or safety in the home, on the street, and along the highway. It has been estimated by safety engineers that only approximately 25 per cent reduction in the accidents in a plant may be expected by fully guarded equipment, and that perhaps a further twenty-five per cent. reduction may be expected by a fully organized plant, that is organized for safety work, leaving fifty per cent. still to be accounted for, and it seems to me that that fifty per cent can only be accounted for to a greater or lesser extent if we go outside of the industry and into the public places and into the homes, and Mr. Oartel will speak to you on this subject. I have the pleasure of introducing Mr. Oartel to those of you who do not already know him.

THE RELATION BETWEEN INDUSTRIAL SAFETY AND SAFETY IN THE HOME AND ON THE STREET

JOHN A. OARTEL, Chief of Safety Bureau, Carnegie Steel Company

Mr. Chairman, Ladies and Gentlemen: I am glad the way has been paved for this difficult subject as I consider it. Last February I had the privilege and pleasure of being invited to this city of Harrisburg, to address a body of Pennsylvania Railroad shop foremen on Safety. After my address the assemblage which consisted of about two hundred men, split up into groups of twenty, and went to the different rooms in the school building in which the meeting was held, to discuss my talk and safety in general, and I went around and visited every one of those groups, and it was mighty interesting. They had a leading question written on paper to start the discussion; the question was this: "Is the law of self-preservation which is inherent in every man to a greater or lesser extent, the love of life, the desire to live, is that enough to keep a man safe in a Pennsylvania Railroad shop?" And they all concluded it wasn't.

Ladies and Gentlemen, that brings us right to the heart of the safety question, both in industry and in public places, that it isn't enough to invite a man to work in your shop and allow him to look after his own safety.

It isn't enough today to permit people to walk on the streets and in public places, and allow them to look after their own safety. And so we are organized for safety both in industry and in public places. Now, I don't want to take up very much time, and so I have just written out a few thoughts, and I hope you will all snap into the discussion which shall follow these.

I think Safety as a whole, meaning both public and industrial safety, has progressed far enough to teach us that the basic underlying principles of each are the same. I mean by that statement that the things which produce good safety in an industrial establishment will also produce good safety in the home and on the street. I have time to mention just a few of these things, as I hope to bring out many good things in the discussion that will follow my opening remarks.

The underlying principles of industrial safety during the past twenty years have been organization, safeguarding and education. If you will analyze any successful industrial safety movement, and there are scores and hundreds of them in existence today, you will find these three things playing an important part. In industrial safety, organization means a deliberate plan on the part of the management to put across a continuous safety program, to support it in all possible ways and to stand back of it one hundred per cent. In public safety it means a central bureau of some sort under the direction of a paid manager or voluntary worker. This bureau should be supported by all the industries, public utilities, business firms, schools, churches and clubs in the city or town in which it operates. The work may be carried on by means of committees such as industries, public utilities, schools, clubs, and finance, etc. This plan of organization for public safety is working successfully in a number of the larger cities.

You may think the term "safeguarding" does not apply to public safety. If we consider it, however, in its wider engineering aspect as meaning the planning of buildings, streets, and highways, with due regard for the safety of our people, I think you will agree with me that it has a wider application in public than in industrial safety. In industries a reduction of 25 per cent in accidents followed the safeguarding program. I think this will be true with reference to public safety also. It follows then that seventy-five per cent. of all accidents are due to carelessness, thoughtlessness and indifference, and that the big task for the safety man, whether public or industrial, is education and the creation of public sentiment for safety. Some sentiment has already been aroused by the publication of statistics showing the enormous toll of life in our homes and on the public highways. Cities and communities are now sending out an appeal for help to stem the tide of waste and destruction. The Apostle Paul in his vision saw a man of Macedonia standing with outstretched arms crying out "Come over and help us." To-day we may have a vision also, and it is not a pleasant one. It is the vision of an army of 80,000 people marching to an untimely death every year

in this country. In the vanguard are little children from our homes and our schools. Next come the youth and the maidens with joyful, eager faces, lighted by ambition and hope. Following these come the strong men and women who are doing the work of the world, and finally, the aged come with backs that are bent and steps that falter. This great army as they march hold out their hands to us and cry "Save us from an untimely death." To whom does this cry come? It comes to the industry safety men, trained by years of effort and achievement. He is the only one who can help, because he has thought out and worked out the remedy. Let it be said to the abiding credit of industry that the industrial safety leader has also been a leader and worker for public safety.

The first large city in this country to put on a public safety program, and to consistently maintain it to this day, was the City of St. Louis. Foremost among the leaders of the movement was Arthur T. Morey, General Manager of the Commonwealth Steel Company. The two men who have directed the St. Louis Safety Council since its organization, Carl L. Smith and Girard C. Varnum, received their safety training, one in a steel mill and the other in connection with a public utility concern.

The Western Pennsylvania Safety Council was organized in 1917 to promote industrial safety. Very soon, however, the need for public safety was apparent, and C. B. Auel, of the Westinghouse Company, H. H. Robertson of the H. H. Robertson Company, S. J. Lanahan, of the Fort Pitt Malleable Iron Company, C. G. Rice and A. W. Robertson of the Philadelphia Electric Company, and L. H. Burnett of the Carnegie Steel Company, have the enviable record of introducing and promoting public safety in Western Pennsylvania.

Now we cannot all possess qualities of leadership similar to Arthur T. Morey and C. B. Auel, so I shall finish my talk with a few examples of what other industrial safety men and other industries have done to promote safety.

The Pittsburgh Plate Glass Company, through the leadership of Mr. C. E. Ralston, their Safety Director a short time ago promoted a Community Safety Lecture Course at Ford City, and brought before the community in a very forceful way both industrial and public safety. In addition to this lecture course, the Glass Company furnishes free to the schools of Ford City and vicinity the Education Section Bulletin of the National Safety Council.

The Westinghouse Electric and Manufacturing Company were pioneers in the teaching of the Prone Pressure method of resuscitation, not only in their plant but in the entire community. The United States Aluminum Company at New Kensington, through the leadership of Mr. Ziegler, their Personnel Director, has promoted two Community Safety Lecture Courses and, in addition has furnished the schools of the community with the Bulletin of the Education Section of the National Safety Council. The

Carnegie Steel Company has promoted three Community Safety Lecture Courses at Braddock, New Castle, and Clairton. They also furnish the schools in their communities with the Bulletin of the Education Section of the National Safety Council.

For two years the Carnegie Steel Company has carried on a Safety Poster Contest in the public and parochial schools of their various communities. The prize posters from this contest have been made into a Safety Calendar, which was furnished to all employes of the Company, as well as to schools, libraries, Ministers, and others in the community.

We, in industry, have learned from experience that to have a safe man in our establishments we have to make him safe twenty-four hours of the day, and so it is to our interest to cooperate in all possible ways with safety, whether in industry, in the homes or on the streets.

MR. AUEL: There is only one fault I have to find with Mr. Oartel's remarks, that is his modesty in eliminating his own part. Modesty seems to be a prevailing weakness in our Safety men, I find, but no safety program I feel would be really complete without Mr. Oartel appearing on it. His remarks but confirmed my own, that further progress beyond the first few steps in industrial safety can only be effected through the education of the general public, and that an industrial plant cannot hope to succeed without lending a hand in public safety. It cannot receive wholly but it must give in order to receive. Public safety, is in the primary class as was industrial safety many years ago, and if we are not making headway in it at the present time, it is not because of callousness but because of our not knowing how to tackle this part of the problem.

I am sure we should receive some contributions from those in the audience, and I will accordingly now throw the subject open for general discussion.

DISCUSSION

MR. CHAPIN, of the Pennsylvania Railroad

Mr. Chairman: On the first of June the American Railway Association will start its fourth Careful Crossing Campaign. This is one of the items which has been suggested by the speaker as an example of industry reaching out to help the public. The railways found that while they were decreasing the accidents among their employes and decreasing the hazards throughout their operation, one outstanding cause of death and injury was growing. That was death and injury at highway crossings, particularly since the introduction of the automobile. You are probably familiar with our slogan "Cross Crossings Cautiously!" You cannot say that rapidly, because if you do you will say "Cross Crossings 'Crossly'".

You must say that last word "Cautiously!" And while the first three years showed a decrease in the ratio of accidents in proportion to the number of cars registered, there was an actual increase in the number of people who lost their lives until the campaign of 1924. And in that year there was an actual reduction in the number of people killed of five per cent. or 131 lives saved.

Now the American Railway Association believes that if we can get as closely in touch with the public as we are with our own employes, we can get the public to pay as much attention to their own safety as our own employes have done. And it was with that idea in mind that they are posterizing every crossing and circularizing Schools, Churches, Chambers of Commerce, owners of automobile fleets and automobile owners in general, through every channel possible, to get people to the idea that when they come to a railroad crossing they shall "Stop, Look and Listen!" And if they will do that, we will have contributed our parts toward the elimination of public accidents.

A. S. MELLINGER, representing Philadelphia District Council, United Brotherhood of Carpenters and Joiners of America

Mr. Chairman: We have about ten thousand men in our organization in Philadelphia. It is not so much education we want in our industry. What we need more than anything else is protection. In other words, as the brother brought out here this morning, there should be more power put into the hands of the inspectors. In the many years that I have been working this proposition, I have had many men who were killed brought to my attention, some of them I saw personally. There are men in this room who sat with me in the Bellevue Stratford and helped draw up the codes in our trade; one the ladder code and one the scaffold code. We thought that was going to start to reduce accidents for our men on these big construction jobs. Some parts of it were put into effect, such as first-aid kit put down in the time shanty or something like that, but there is no law that compels the contractors to put up guard rails and toe-boards for protection of the men. The consequence is we can go eighteen stories in the air, with the hatchway left open permitting a drop of eighteen floors without anything to stop the men from falling. We claim that if there were a guard rail put around there, and toe boards, this would stop the men from falling down and being injured or killed.

Now, what we would like to have is the assistance of the insurance men. That is the only practical course we have got in the safety end of it. Our contractors, one who got up in the Bellevue Stratford, said that all the men who had worked for him and who were killed in their work were killed by their own carelessness. I answered that man in this way, that if

this code was a law, and we could compel you men to carry it into effect, I know of six instances where men would be living today. There is hardly a big building put up in the city of Philadelphia where from one to five men are not killed. We have big jobs going up there now and five men were injured at one shot, and one of them I understand died day before yesterday, where, if proper precautions had been taken, and there were certain laws behind that proposition, I believe those men would be living today. Another case was brought to my attention last week where a young fellow fell in a hospital building which was erected in our city, and he broke his back. He has lain for nineteen weeks in a hospital, and the hospital authorities told him that he was to find some place else to go, that he was incurable, and that they didn't want to keep him there. So our organization has taken it upon its shoulders to remove that young man. He had been married only six months when he fell from that hospital, and we think we can make life a little more cheerful for him. I told the committee that reported from the hospital that according to my idea the directors of that hospital should have made conditions better for that man even if he were incurable, because I know without hospital care he can not live very long.

That is what we want more than anything else. The Safety Engineers for insurance companies can help us. Our organization has been interested in this thing ever since it took hold of it in 1914. We are willing to back the state in any way, shape, or form, but what we want is laws to compel our contractors to give us more safety in the erection of big buildings.

We have got, I think, two of the best codes that could be drawn up by intelligent men, and hours of service were put into the drawing up of those codes. We have got the best codes possible—that is the scaffold and ladder codes—that you could find. When we held a public hearing in Philadelphia, the contractors were all there, but in the drawing up of that code they were all absent. The State Department of Labor stood behind us, and they acquiesced in the code, and it became a law, as we thought, but I attended the last conference here, and the Director told us that he was going to do all in his power to try to have it made a law, but it seems that certain parts of it can't be enforced, and that is where we need the assistance and protection of every man interested in safety work, and we are going to the limit to help him.

F. R. HARTENSTEIN, Bethlehem, Pa., representing the Lehigh Valley Railroad

Mr. Chairman: I want to supplement the remarks of Mr. Chapin, of the Pennsylvania Railroad, relative to the Careful Crossing Campaign which begins June 1st, and ends September 30th of this year. This for

the railroads for the last few years has been a one-sided affair. They have spent hundreds of thousands of dollars in the distribution of advertising matter, trying to educate the public to CROSS CROSSINGS CAUTIOUSLY. We haven't failed utterly; we think we have done a lot of good, but we ought to have, and I believe we are having now the cooperation of the public to some extent. There is no place on the highway that is so hazardous as the railroad crossing. I think we all understand that, but we need public assistance to eliminate the accidents and deaths occurring at those points. Accidents are of daily occurrence, Gentlemen, and something should be done, some steps should be taken to try to reduce them if it is possible.

JOHN A. WALKER, Director of Bureau of Inspection, Department of Labor and Industry, Harrisburg, Pa.

MR. CHAIRMAN: I understand that this meeting is a meeting for the representatives of industry to bring something to the Department, something to Harrisburg; but, prompted by the remarks of the gentleman from Philadelphia, I believe that the Department should make known its position, and, as the Director of the Bureau of Inspection, which is the enforcing agency of the Department, I believe it devolves upon me to make a few remarks.

"Life preservation is inherent in man," Mr. Oartel. The belief, based upon that thought in the mind of each human individual, was incorporated into a law so that no man can jeopardize the life or limb of his brother, which takes me back to the thought as expressed this morning by our friend, Mr. Sankey, of the National Tube Company, "you are responsible, every man is responsible for injury to limb or to life of the men in the employ of the concerns that you men represent."

As far back as 1905, there was enacted a law, which has been on our statute books, for twenty years which specifically states how certain dangerous machines must be guarded. That takes care of the physical conditions of the factory, of the industry. Since then other laws have been placed upon the statute books, which undoubtedly are known to every person within my hearing.

The gentleman from Philadelphia referred to inspection of certain conditions bearing upon the construction and erection of a building. The law, and a law we have, which is a code, known as the Scaffold Code. That Scaffold Code is a law as every standard we have is a law and we defy any man to say otherwise. The power is given by the Legislature to the Department of Labor and Industry to draw up regulations, termed safety standards and codes, through which we carry out the provisions of the laws. When you refer to having the necessary preliminary equipment examined by a representative of a casualty company, that is not necessary, absolutely un-

necessary. We have in the Department of Labor and Industry inspectors whose duties are to inspect, and, as I have told our inspectors, and as our Secretary, Mr. Lansburgh, will tell you, every inspector in our Department is the safety engineer of every plant in Philadelphia by virtue of the position he holds, ex-officio, if you please, and as such can be called upon for his services by any industrial plant in Pennsylvania. Let that sink in. If it is in regard to the formation of an organization, call upon our safety man; if upon the interpretation of a law or code or standard, call upon our safety man. In fact, our safety men are your plant engineering force, and should fortify themselves with the laws which govern industry. Take an industrial plant, your product is inspected, your product is inspected according to specifications which you prepare, or if you contract with another firm to give to you a certain amount of their product, there is an inspection before you receive it, and it is inspected according to specifications. Now, why couldn't that same thought apply to the Department of Labor and Industry and to our inspectors. The specifications that govern the inspector are our laws, our standards. Make these laws and standards known and when you make your inspection trip through an industrial plant you know what to look for according to those specifications. It is going to be mightily helpful to you to reduce accidents, preventable accidents, if you please. On the other hand, you may say that only a certain amount of accidents are caused by, we will say, by a condition which is covered by a law or standard. That may be true, but that accident may be caused by a contributory cause, where, if the prime cause of the accident were removed, it would not happen. A hypothetical case, if you please, take a set of gears upon a machine, as I stated at our meeting today to a couple of gentlemen at the table, these gears by law are required to be guarded, but by their position on that machine your plant man may think that there is no possible danger from an accident. You may be right in your surmise as far as position is concerned, but due to poor lighting, or due to poor floor conditions, a man may be thrown against the machine and thrown into the gears and lose a hand or arm.

I would like to bring to your attention one thought that I very rarely hear expressed at a safety meeting and that is the question of responsibility in as far as a preventable accident is concerned. Since 1916 the Workmen's Compensation Act takes care of the man who has received an injury in an industrial plant or while engaged in any occupation. It seems to be the thought, at least, it appears so to me that responsibility ends there, as long as the injured man is getting compensation, but to come back to the original expression of Mr. Oartel and Mr. Sankey, there is somebody responsible, there may be somebody responsible for the loss of that man's life or the limb of that man: criminal negligence, if you please. And what has been done? Absolutely nothing. Those are thoughts, men, that you

should take home with you and those are thoughts you should give first consideration in your work of accident prevention.

I hope I have satisfied the man from Philadelphia that we have a code that takes care of the floors, how they should be protected; how the flooring should be laid to prevent falling objects from falling on the heads of those who are working below; how elevator or hoist shafts shall be protected at the landings, the sides protected, toe boards set so far away and all openings and end railings boarded. We have that and that is the code that is the law, and it is enforceable. Call upon our inspector in Philadelphia, make known these facts among the buildings contractors in the State of Pennsylvania. I would like to have every one of you go home with that thought of responsibility in your mind and let it sink in that "you are your brother's keeper."

MR. AUDEL: I am going to exercise the powers vested in me as Chairman, so I will ask you to hold up further discussion until we have finished with the regular program, after which we can have unlimited discussion if time permits.

Safety codes are quite all right and necessary in their way. My personal regard in connection with them is that we should have industrial codes for every State in our land. I hope the time will come when we may have single codes for every industry or part of industry, making it much easier for those of us who are engaged in safety work to see to their enforcement. I have quite some hope that the American Engineering Standards Committee, organized a few years ago, and who are engaged in this work, may find their efforts as they complete them from time to time adopted and made official standard by the various States. But codes we find in the industries are not going to solve our troubles or accident problems. Notwithstanding every effort that is being made to carry out existing laws, accidents continue to happen, and it is a problem to many of us as to what steps should be taken next. I hope Doctor McIlvain, of the E. G. Budd Manufacturing Company, who will talk to us on this subject may be able to give us some little light. Is Doctor McIlvain here?

PREVENTION OF ACCIDENTS NOT GOVERNED BY SAFETY CODES

E. H. McILVAIN, M. D., Employment Service Manager
E. G. Budd Manufacturing Company

Ladies and Gentlemen: I want to preface my remarks by letting you know that I am not going to endeavor to cover anything except the metal trades. Also, that I would like to consider my little talk with you more as a review, not that I can bring out anything new, but bring to your

minds again something that you have possibly forgotten or probably are already using.

This subject, as you will agree with me, is tremendously large—Accident Prevention not Covered by Codes—in fact it is so large that in the time I had to prepare the few remarks that I am going to make I couldn't do anything else but trace out the codes which covered the accidents that I might speak about. I didn't want to speak about possible accidents which were already covered by codes. However, our codes cover some accidents partially and others completely. And while I am on the subject of Codes I want to take the opportunity of thanking the Department of Labor and Industry for inviting the manufacturers and the people who will have to use Codes, to consider them before they are passed. That is being done and I wish to say that it is very much appreciated.

Going back to our large field of accidents not covered by codes, I would like to divide this group very much as Mr. Oartel spoke of dividing another group, and have you discuss them together, because there is entirely too much ground for one person to cover intelligently. Looking over codes, and going back, it is very interesting to find that until thirty-eight years ago there were no codes in the United States. And two years later the first code was passed by the State of Pennsylvania, and it was a code, I believe, that concerned hoistway openings and elevators which you have just heard a great deal about. And then about the same time there was a code passed which dealt with the oiling of moving machinery when operated by women and children. And then in 1908 the codes in Pennsylvania came thick and fast. The accidents which are liable and have occurred in the industries are so great in number and caused by so many different things that I have tried to roughly group them and call it "direct causes of accidents." As I say roughly, they are from tools and hand apparatus, falling objects from piles, steel boxes, barrels, sacks, pipes and lumber. Then the dropping of handled objects, slipping and stumbling, trucking and hauling, nails.

Now, indirectly, there is an entirely different reason for their cause. First, I would say that they are caused by some physical reason in the plant, and secondly, by some physical reason in the workmen. A "green" laborer is both a direct and an indirect cause of a great many of our accidents. I believe as Doctor Mouck, who quotes out of the frequency rate per thousand, out of three hundred working days of men who have worked six months, and less, 110 and 3, and men who have worked three to five years, and over, 42 and 4. Now, monotony is probably another reason; monotony tends to kill alertness—routineness, stereotype work. Concentration is another probable indirect cause, too closely concentrated to the work and not realizing what is going on around. That brings in our truck accidents. A man may be so concentrated on the work at hand that he will not see the careful

worker coming along with a truck load of material. Isolation is another probable cause, indirectly, of this group of accidents. Mental worry is another indirect cause; trouble at home. Possibly I am stretching a point when I say that eagerness to please the boss is another indirect cause of the group that I read off.

Now, I could go on a long time, longer than you would care to listen, naming direct and indirect causes of accidents which are not covered by codes, but let us get to the prevention. There are two of us here apparently who are in accord. If I could ask the reporter to read the part Mr. Scott mentioned, picking or selecting the employe, it would probably be what I would like to tell you. That, of course, is where we must begin in prevention of accidents, picking the employe. We can't pick a man or hire a man who is mentally unfit. Now, I don't mean by that a man who has probably escaped from an asylum or should be in one, but I mean the man who is of a very nervous temperament doing work of a monotonous nature. He has his opposite, the stoical, phlegmatic individual. Neither can we select a man of sixty-five years old to do a job supposed to be done by a man forty years younger—it isn't in the wood. We can't ask a man of that age to push a heavy truck. Now it brings us back again to the physical disqualification of employes.

We don't know, without some physical examination whether a man's heart is sound. We can't ask an old man to push a heavy load at which he is liable to drop dead if we know he has an affection of the heart, nor can we ask a young man to do the same thing if he has a heart affection. Nor can we ask him to go up on top of a ladder of any great height where great energy is exerted. Nor can we trust a man with bad eyesight for many jobs. For instance, a crane operator with bad eyesight has poor perspective; he is a dangerous man, he doesn't see where his load is going, and he doesn't see who is underneath or what is underneath. So that I would say that one of our first requirements is to prevent those accidents which are sometimes called unrecognized liabilities, or perhaps unavoidable accidents. I don't believe there is any such thing as an unavoidable accident. In some way, some how, these accidents can be avoided. Now, to be more specific, education, that is, training—is the answer.

We have codes to cover the point of contact, dangers and hazards, but we cannot have codes to cover thousands and thousands of accidents which have happened and will happen again tomorrow, next week, next year, if we cannot educate each other and train each other along safety methods.

Now, one of the best places to begin, it seems to me, in training new employes is right in the employment office and possibly just prior to his physical examination; handing the man a set of shop rules concerning safety and other measures in the shop is good, but you can amplify that, supplement it by handing him a little packet of photographs concerning the work that he

is going to do, concerning safety measures which have been taken within the plant, and ending perhaps with a photograph of his foreman.

I am going to try to keep away from the kinks that we heard this morning, but as some of these things come to my mind I hope you will bear with me if I express them. Another thing which might be done at the time the new employe comes in, which is very much the same as handing him a little packet of photographs, is this: we have a lantern. I will call it the projectoscope, put in a photograph, throw it on the wall and have various series of photographs. This man is going to be a press operator, this man is going to be a crane operator, this man is going to be a welder, and so on. Throw his machine on the wall, show him the guards, and when he gets to his department he has a visual impression when he sees his machine, it is not the first time he has seen it, he has already seen it in the photograph, and he starts out with that mental vision of his machine.

Now, in selecting employes, I know little or nothing about psychological tests. I hear in certain lines they are very good. I know nothing personally about them. But just as a matter of interest, let me ask you to try three little amusing experiments for new employes. If a man has to enter the examining room, or any room, whatever you please to term it, interviewing room, put down in front of that doorway before he gets there, a little strip, a sill, don't attach it to the floor, don't make the sill more than one inch high; have at his approach to this room white lines, say two and one-half to three feet apart, and have the white lines at every four or five feet take an acute angle or turn. Just before he gets in the room, have a piece of cloth stretched across just about the average height of a man, made to resemble a piece of wood. Now when a man walks in does he follow this aisle made by white lines? Does he step over it, this loose sill, or does he stumble? He can't stumble over it; it isn't nailed down. Does he kick it out of the room? Does he bump his head on the piece of cloth stretched across? If he does, don't reject him necessarily, but just be a little careful of that man and consider how many things, how many unrecognized liabilities that we have inside that such a fellow who doesn't see what he is doing, doesn't concentrate his mind, is liable to get into.

Now, we have spoken about monotony, concentration, isolation and so on. Let us speak briefly, because it is a very wide subject, on a little social work. Every man, no matter what his position, has a certain amount of either trouble or outside interest we will call it, that will sneak into his mind in some hour of the day. Now if that man has sickness, haven't we someone in our plant that he can feel free to go to, not necessarily a physician, but a man who has common sense and some judgment, who can advise that man at least where to go to get either himself or the person at home properly attended to medically. Couldn't we ask that same man in the plant, if he is asked by employes who are worried by some little legal question, where he

can go to some lawyer and not have the ears stung off of him, and get some legal advice? Can't we have some financial relief? Can't we have Building and Loan? Can't we have the Thrift Club? Can't we have some financial organization; have it whichever way you please—we won't be specific—where a man can go to make a little loan. I am not making many guesses, Ladies and Gentlemen, when I pick the things that I have spoken to you about as causes of perhaps indirect accidents. Many of the last things I have spoken about come under the new word which we are hearing in industry, reveries.

Now, to go back to some of the more practical things—clothing—we saw it very dramatically before us on the screen, bad shoes. We have loose soles, we have high heels, we have loose sleeves and flayed trouser legs, everything that comes under the line of clothing. Caps for girls—I think it was Hayhurst who reports that the Bureau of Inspectors of the Massachusetts Bureau of Health made a report that the women wouldn't wear caps because it made them look funny. The same report said that women wouldn't wear the respirator, it made them look funny. The picture said that caps made the women he knew look like a dream. I will admit that a respirator possibly would make a woman look like a dream, but a bad one. Now there have been a number of bad injuries, some fatal injuries, in our State caused by a very simple kind of clothing, that is an apron, particularly where it comes in contact with sparks. I have known of several cases, one a fatality, and three very very serious burn cases in electric welding, where the operators were wearing burlap bags. Sparks lodged in the bag and smouldered, and the men all smelled smoke, the men smelled the smoke in each case, saw themselves on fire, didn't put it out but ran, and it burst in flames. Burlap bags are very dangerous. In the plant with which I am connected we have leather aprons. We thought we had gotten away from danger; we made it an absolute rule that the men doing electric welding should wear leather aprons. Unfortunately, our design was not what it should have been. We had an opening back here, it covered up the front, of course, but left an opening in the back. An operator had a box of safety matches in his hip pocket, a spark got in there and smouldered, went through the box of matches, and burst in flames. So that in recommending clothing to shop workers let us be careful what we recommend. The thing which probably comes to our mind as much as any other kind of accident not covered by codes is the aisles which are poorly marked out. It takes very little time or work to white-line aisles.

I haven't touched anything at all on education by posters or moving pictures. The time is drawing exceedingly short, and I will not mention what you already know. Let me bring before you that safety success will depend on just how much effort is put into it by both employer and employe; there must be a balance. It has been frequently noted in ratio curves

plotted to show accidents departmentally that there has been an immediate decrease. It would be interesting to know whether this decrease has resulted from the fact that some executive is watching that curve or whether it comes from competition or whether the result is gotten by some other measure.

Now I want to thank you, and I am perfectly satisfied if there is just one little idea which has been expressed that you can pick up, elaborate on, and take home and save accidents. I thank you.

MR. AUEL: You see from Mr. McIlvain's outlining of the subject what a fertile field of investigation we still have before us, and I hope that the subject will find a prominent place on future Safety programs.

Without more discussion we will pass on to the next item on the program, an interesting subject, that of the Prone Pressure Method of Resuscitation, and we will call on Mr. Harmer, of the Philadelphia Electric Company, and Mr. Inman, of the United Gas Improvement Company, for their contribution.

PRONE PRESSURE METHOD OF RESUSCITATION,

H. B. HARMER, Safety Engineer, Philadelphia Electric Company.

Mr Chairman, and members of the Safety Conference: It is a privilege to talk to you on this subject for this reason particularly, that it is a subject that is not only for safety men, but for everybody, whether he believes in safety or not from a professional standpoint, because of this fact, that you can never tell where or when you might be able to use the Prone Pressure Method that was called to your attention by the first speaker this afternoon, Mr. Scott. You are just as likely to have use for it in your home or when you are away on your vacation as you are in the place in which you are employed. You must be interested in the matter of resuscitation, because it is assisting to restore to normal condition those organs that had been paralyzed from drowning, fumes, gas, electric or traumatic shock. The organs primarily affected are the diaphragm, the lungs, and the heart. Some of the vital organs of our body.

Just a few words to supplement Mr. Scott's talk relative to the commissions that were appointed to study the subject. He dwelt on the American Gas Association Commission, but until 1911 there were no concentrated efforts made to select a method which you and I, as laymen, could learn and properly apply. In 1911 the National Electric Light Association fostered the first resuscitation commission. That commission, after some research, recommended this method, the Prone Pressure Method of resuscitation, as being a practical method which you and I could learn and apply. That commission was enlarged, and it met a few years later, in the meantime,

carrying on its investigations, and approving the finding of the first commission with no changes whatever. Again in 1922, the commission was enlarged to a very great degree, and the organizations and interests back of that commission were widely represented. I won't go in to that, to tell you who they were, but their emphatic findings were that the Prone Pressure Method was the only logical method to use, because of this fact, that a person with a small amount of knowledge can get more air in and out of a person's lungs by this method than by any other known method. That had been proved by experiments, and it has been undisputed so far. You have only to know, and to remember four things to be proficient. You and I can learn it, and we can do it just as well as any doctor or any other technically trained man. We have possibly better opportunity to do it than the doctor, because the doctor isn't always on the ground when an accident takes place. The person is shocked and on the borderland of death and if we know what to do until the doctor comes, we have it all over the doctor or technically trained man, provided we do it in a proper and efficient manner. It has been not the doctors, but the laymen who have resuscitated the people in this United States by this method.

The medals that Mr. Scott mentioned that have been awarded by the National Electric Light Association and the American Gas Association were all given to laymen, men in the various industries. The thing you want to remember is, first, that every second we are deprived of air we are dying. You can make experiment sitting right here. Hold your nose tight shut with your fingers and keep your mouth shut tight, and see how long you can do it. No man in this room can do it three minutes. That doesn't seem a long while, but just try it and see if you can hold your breath three minutes. The second thing to remember is that it is necessary to do this in a certain way. You can't just throw the man down and try to pump him and get air into his body. You must make your points of pressure, by the Prone Pressure Method, at certain places to get the best results. This method was chosen by the Commission because of the simplicity of the operation.

The instruction in this method is that you place your hands on the three lower ribs. In the Prone Pressure Method you lay a person prone. It is the only method of resuscitation in which you put the person in that position, in other words, face down. In other methods you lay the person in other positions, and that is where this method gets its name. When a person is lying prone, the organs below the diaphragm start immediately to push against it, and you assist by pressing on the floating ribs to the fullest extent that you can. When you release the pressure on the ribs, you create in the person's body a vacuum which sucks air into the lungs.

Now, there is nothing technical about resuscitation that you and I must learn, but there is one point we have to remember, and that is this: we

breathe on an average of twelve to fifteen times a minute, in other words, we take a breath and exhale it on an average, as recognized by scientists, about once every five seconds. So you are supposed to make this pressure and release it once every five seconds. That will get into the body more air than you get in normally. This is the only thing that you really must remember. If you did it thirty to forty times a minute, and kept pumping a man hard, it would have the same effect that rapid running would have.

Upon stopping you would have your mouths open trying to get your breath. If you don't pump hard enough, say eight or ten times a minute, you don't get enough air in the body. So, if you remember, first, the quickness with which you should get to the person, second, the proper place in which to place your hands to create the vacuum; third, the number of times to apply pressure a minute; fourth, even though the victim appears to be dead, you continue the operation for at least two hours, or until he has been pronounced dead by a physician, and that is all that you have to remember. In a subject so vital it is necessary that you practice. If every day in the week somebody talked to you on this subject, you would never know it unless you did it yourself because people are built differently, some men are fatter than others, and one man may be taller or shorter than another. If you feel the ribs giving under you, you know that you are creating a vacuum and getting proper results.

We must also have some confidence, which reminds me of the story of the fellow down in Texas, a Texas ranger. They had a riot in a little town in Texas, and the Sheriff and the town authorities couldn't control it. So they telegraphed frantically to the Governor to send the Texas Rangers. And after many telegrams they got word back which said that a special train was on the way, would arrive at their town at 3:40. So at 3:40 a delegation of the town, representative citizens with the mayor and sheriff, were there waiting. And when the train rolled in one man got off, with a gun on his shoulder, and they waited for the rest and nobody else got off, and the Sheriff came up, and he said "My Heavens, man, where are the Rangers?" He answered "I'm the Rangers." And he said "Where are the rest of you?" "The rest of us?" he answered "What's the matter?" And the Sheriff said "We have had a riot here for three or four days." And he said "Hell! There's only one riot, ain't there?"

You must be so confident that you can do the thing you can say to anybody else interfering "Let me alone, I am going to do it and I am going to do it well."

Right across the river here, in Lemoyne, one electric man was caught not so very long ago and rescued by a fellow workman, and given resuscitation, and the man is living. The man that taught him this method happened to see it demonstrated and heard a talk of this character down at the Penn-Harris Hotel at a little meeting we had there. The next day he went over

to the Company and told a few men, and the next rainy day they gathered their linemen, told the men the story and showed them how to do it. Some of the men whom he taught had only one lesson. One of the men was caught on a line, and was rescued. He was burned seriously and even lost a foot; but, nevertheless, they brought him back alive, and he is working for that company today! This method is the easiest thing in the world to learn; I am just going to show you how easy and how simple a thing it is. If you are ever faced with this situation, it doesn't make any difference whether it is unconsciousness from drowning, gas, or whatever it is, if you want to apply this method, get the victim on his back first because by this means you can get him in the position in which you want him with less effort to yourself.

Extend his arm at a right angle to his body, then turn him over and let his face rest on his arm in the same position in which you would be if you were lying on the grass taking a nap. The natural way is to lie down flat, put your head on your forearm or wrist and turn your face to one side. Kneel astride the victim's body, facing his head; place your knees on a line with the hip bones or along the sides of the bottom part of his pockets; place your hands over the floating ribs with thumbs extended; make pressure on the ribs, holding your arms straight and swinging your body back and forth. Don't squeeze with your hands. It is not necessary. The weight of your body, transmitted through your arms, produces the correct pressure. Time the bending of your body by saying, "Pressure on, pressure off,—Pressure on, pressure off," approximately fifteen times to the minute, this being the average respiration rate of a normal person.

You wouldn't lie with your face on the ground, and you wouldn't lie with your head on your elbow you would lie with your face on your forearm or wrist. That is the position in which you want to place your victim—all based on what would be comfortable for yourself. In this position the air passages are placed in straight line as nearly as you can get them. The first thing to do after you do that is to open the person's mouth to see that there is no obstruction and also to get more air into the lungs when you pump them, and keep the mouth open. Take a plain cloth or a handkerchief, stick it between the jaws where it will clamp and touch the tongue which will drop forward. By doing that when you pump, you not only get some air in and out of the lungs, but if there is any obstruction, every time you pump you are pumping it out; if it is a drowning case you are pumping water out, if a gas case, you are pumping gas out, and if it is a case of electric shock, you get more air in, and throwing from the mouth and throat the mucus that collects. Ofttimes the victim vomits and you have got to pay attention to that.

My talk has been based entirely upon the supposition that you are meeting this situation alone.

The proper way to be sure of having help, of course, is to train the men in

your plants in this method so that they can work together. The first man will take charge and turn the man over and pump, the next man will open his mouth and pull out his tongue, the next man will get some ammonia and every time the victim takes a breath he passes it back and forth under his nose; the next man sends for a doctor, of course, there is no question about that; the other man, if the weather is cold and the victim is getting chilled, sends for some hot water bottles, or bottles or jars filled with hot water. The other man can rub and massage the arms and legs—all these things help. Don't forget to have one man loosen the clothing especially the collar and belt.

In summing up, I wish to repeat that the Prone Pressure Method is the simplest and most effective method of resuscitation now in use. It is easily learned, easily applied, and can be effectively carried out by one person.

MR. AUEL: I have been asked to announce that every Monday night there will be broadcasted from one of the Philadelphia stations a talk on Safety. It might be well for some of you to listen in, as perhaps you will add to the sum total of your knowledge in so doing.

Mr. Inman, of the United Gas Improvement Company, will now continue the talk.

PRONE PRESSURE METHOD OF RESUSCITATION,

R. B. INMAN, Safety Inspector; The United Gas Improvement Company.

Mr. Chairman, Ladies and Gentlemen:

It is very gratifying to me to be last on the program this afternoon because I feel that this topic, which Mr. Harmer has taken up in the beginning and the technicalities of which he has given you, is one that you should carry home with you freshest in your memory of anything that has been told you today, because as he said, to you, it does not apply only to us as individuals in industry, but as individuals, as home keepers, and pleasure seekers.

I will promise you that I will make my talk on this topic as nearly as possible to the style of the present day skirts that our fair sisters are wearing, just long enough to cover the subject, just short enough to be interesting.

I do feel about this subject that it behooves us to spread it as a gospel not only to the employes in our plants, to the people in our homes, but also to the children in our communities, in other words, the Boy Scouts, Camp Fire Girls and such organizations as will do the world good in time to come. It will fit each and every one of us, whether we are of mature age or younger so that we will be equipped to know what to do when an emergency arises. As an analogy I will tell you a story. There was a railroad construction gang doing some work on a small road; part of this gang was working on

tie and rail replacements on a trestle bridge. The foreman of the gang was back possibly three or four hundred yards from this little force, working on the road bed. The stream was a very muddy stream—and while this little gang was working one fellow fell from the bridge. The majority of the men who were working with him stood there dumbfounded and did not know what to do. However, one quick-witted Italian took in the situation at a glance, ran up the track to the section boss, and said “Hey, Boss, stop work quick, come and bring tackle, Tony Pasquale, he fall in the mud!” The Boss said “How far did he fall?” And he said “Up to his knees.” “Let him walk out then,” he said “No can walk out, no can walk, Boss,” he says “he is wrong end up.” The Boss knew what to do; he knew that aid and assistance were necessary to get that fellow out of trouble. And so I say that each and every one of us should know this subject in order to help the fellow who gets into trouble.

Quite a number of years ago it was my experience as a life guard at one of the New Jersey summer resorts, to have the actual and exciting thrills of dragging drowning persons out of a surging and tempestuous sea, and not only making the rescue, but also of reviving that little spark of life which remained in the body. Those of you who have had a similar experience know that there is a sense of gratification in knowing that you have been able to save a life. And that is what it means, safety, yes; not preservation of life, but life saving!

Mr. Harmer has given you the technicalities of the Shaeffer Prone Pressure Method. I was asked to come here and talk to you about gas, and I am going to give you a practical talk, short as possible, precisely the way I give it to the men who are employed in our construction gangs, our works forces, and our distribution gangs in the gas industry. We have a code which we give to these men and train them so that they are able, when an emergency arises, to apply that knowledge.

Gas poisoning, or gas asphyxiation, appears in a different form from asphyxiation of any other kind, with possibly the exception of smoke. In gas asphyxiation there are three stages; those slightly affected, those more seriously affected, in which the victim may be semi-conscious or unconscious; and those who are asphyxiated to the point of apparent death. In the first class the symptoms are headache, nausea, vomiting, dizziness, drowsiness, general relaxation of the muscles, rapid heart action and rapid breathing. In the second class persons are exceptionally weak, and may be even unconscious. In the third class, that of total asphyxiation or apparent death, there is no visible respiration or signs of it, and there is no audible heart action.

To treat these different stages of gas poisoning, we have prepared what is known as our first-aid gas kit. I will show it to you just as it is. Observe its size, and then I will tell you what the contents are. We provide:

effervescent phosphate of soda which is given in the first stage of gas poisoning only, to relieve the nausea and act on the patient's bowels, followed in five minutes with a dose of aromatic spirit of ammonia (a half-teaspoonful in a third of a glass of water) which may be repeated for four doses at intervals of fifteen minutes; a vaporole capsule of ammonia used as a stimulant to the heart in the second and third stages where the patient is unable to swallow the aromatic spirit of ammonia, crushed and placed before the patient's nose on the ingoing breath at the rate of about once a minute; the jaw block, used as Mr. Harmer explained, to hold the jaw open in order that the tongue may be brought forward with the tongue forceps, held out, opening up the passage way to the wind pipe, allowing you to explore the mouth cavity for any foreign obstruction, as a cud of tobacco, chewing gum, candy, false teeth, or some similar object; a tin cup for administering aromatic ammonia and effervescent phosphate of soda; a towel to cleanse your hands, and possibly for use in drawing forward the patient's tongue.

Now, you will say "What do you do if you are called on unexpectedly where you have a case of asphyxiation and you do not have a kit?" We tell the men what to substitute. We explain to them that as a usual thing they all have good lungs in their bodies, and if they are alone they can call for help, and some passer-by can be sent to the drug store for the necessary aromatic spirit of ammonia. We offer no substitute for aromatic ammonia. A substitute for phosphate of soda may be plain soda water, or even strong black coffee. As a substitute for the jaw block, the bone end of a pen knife or some stick of wood may be used. And when I say a stick of wood, I might cite a case that just recently happened, in fact, last February, in which a man used a piece of plastering lath, and I might add incidentally that that man received instructions from me on Monday night and on Wednesday brought a man back to life. A few weeks ago he was awarded the McCarter Medal for resuscitation by the Shaeffer Prone Pressure Method. As a substitute for the tongue forceps use your fingers, covered with a handkerchief, or any piece of absorbent material.

In treating those in the first class or first stage of asphyxiation, carry them immediately into the fresh air; place them in a reclining position; loosen the tight clothing about the neck and waist or any where where it may be obstructing circulation or breathing; give them a dose of effervescent phosphate of soda, followed in five minutes with a dose of aromatic ammonia, and if necessary, repeat that dose not more than four times at intervals of fifteen minutes; cover the patient up and watch him because there is danger of relapse. A patient may relapse not only in the first stage, but even in the second and third stages, according to how much gas he happened to get.

In the second class we send for a doctor. Why do we want a doctor?

Because the man is in a condition in which we are unable to tell just what his heart action is or what his heart condition might be. We carry him into the fresh air; loosen his clothes about the neck and waist; take off arm bands and garters; loosen, or preferably take off, the shoes; roll up the trouser legs and shirt sleeves, as far as possible, so a stroke or rub may be applied to the bare flesh, and from the extremities toward the body, to build up the body temperature and to help boost along the circulation. We place the patient on his back, with a coat rolled, not folded—please mark that—the coat is rolled so that it does not flatten out when the weight of the man's body is placed on it. And we place that coat well under the shoulders, so as to allow the head to fall back, straightening out the wind pipe so that you have a free passage way for the air from the mouth and nose to the lungs. It maybe that in your second stage of gas poisoning that the patient's jaws are semi-rigidly locked if he is in an unconscious condition. In order to get the jaw block in you may have to force the patient's jaws open. That may be easily done by hooking your forefinger under the bottom of the jaw placing the thumb at the point of the chin, pulling on the fingers, and pressing down with the thumb, and placing the jaw block, as Mr. Harmer explained, well back under the large or molar teeth, and inserting the tongue forceps or handkerchief-covered fingers, and drawing the patient's tongue well out.

Now it happens that in gas poisoning, and I might also add in drowning that the tongue swells, and there accumulates in the back of the mouth a thick mucus which is necessary for you to remove. If you don't, all your pumping or your efforts to assist the patient to breathe will go for naught, for the simple reason that it shuts the breath off. You simply pump that fluid or mucus up and down and suck it forward and back in the wind pipe. I might add incidentally here, for the benefit of those who possibly do not know this to be a fact, that water is not taken into the lungs in drowning. It used to be that most everybody was of the belief that when a person drowned he sucked a lot of water into the lungs. That is not so. There may be some small amount of water going into the trachea, but the patient's lungs are not full of water, therefore it isn't necessary to roll him on a barrel or fold him over your hands and jump him up and down, in that fashion. I merely mention that, incidentally, here so as to correct the belief that water is taken into the lungs.

Now to proceed with the gas proposition: have one assistant rub the patient's legs and arms, another hold out the tongue, and another pass aromatic ammonia in front of his nose on the ingoing breath. Now your patient is breathing rapidly but not deeply. In this stage you are assisting him in order to get his breathing back to normal. You kneel across the patient, with your knees about the hips, and put your hand on the lower or short ribs, and let your hands move in unison with his breathing. When you

have them moving in that fashion, then on every second outgoing breath you exert a lateral pressure. You allow him to take every alternating breath himself because it is strengthening to his breathing, and you continue that process until your patient is breathing normally, which may be from twelve to fifteen times a minute, according to the patient's age. When he has come to the point where he is able to swallow, give him a dose of aromatic ammonia, a half-teaspoonful to a third of a glass of water, and if necessary repeat. Get bottles filled with hot water, or gas bags filled with hot water, hot bricks covered with paper—anything which will retain heat—and place them between the patient's legs, between the arms and body, and around the arms, and cover your patient up and watch him. Heat is applied in order to boost up, or build up and maintain the body temperature. You know that asphyxia means shock, and shock means a lowering of temperature. That is the second stage of treatment.

In the third stage the preparation is precisely the same as for the second, that is, carrying the patient into the fresh air, sending for a doctor, opening the jaws, inserting the jaw block, pulling forward the tongue, clearing out the mouth cavity, loosening tight clothing, turning the patient over, as Mr. Harmer explained to you, face down, the head resting on the forearm or hand, with the face turned well to the side so as to allow a good passage way for air to the nose and mouth. The other arm can be brought out at a right angle with the body. Kneel across your patient with your knees about at level of the hips, and your hands with thumbs extended about six inches below the arm pit; hold the palms of your hands about two inches to either side of the spinal column; throw the weight of the body forward, keeping your elbows well in, with the hands resting on the patient's back. You count five between each application of pressure—it isn't necessary to count out loud; you can count to yourself—and apply that pressure at intervals of those five counts, continuing until you have made your patient breathe. Now, you say "How long is that?" We can't tell you. There are cases on record where this Shaeffer Prone Pressure Method has been kept up for two, two and a half, or three hours. But, nevertheless, you continue that pressure until your patient breathes, or until you are sure he is dead. It sounds gruesome, doesn't it, to have somebody die under your hands? It is gruesome, I have experienced it. But you keep up your efforts until you are sure of one of these two things; that you have brought life into your patient's body, or rather, revived that spark that remained, or that your patient is dead. "How do you know he is dead?" There is only one way you can tell—when the body gets cold and the muscles straighten out and stiffen. Then you will know that your work has availed nothing. Nevertheless, it has been an effort. But I impress upon you the importance of making that effort a tireless one, continuing until you are satisfied of either one thing or the other.

When you have him breathing turn him on his back again and place the coat under the shoulders, cover him up, keep him warm and watch him so that he doesn't have a relapse. That is the third stage treatment.

There are just one or two precautions. If your victim has fallen from a height, there is a possibility that he has fractured a rib. In that event or if for any other reason you cannot use the Shaeffer method, as explained to you, because you might do your victim more harm than good, until your Doctor arrives use the LaBorde's system of resuscitation. Place some absorbent material over the fingers, catching hold of the tongue, pull it well forward and out, pull it down so that the little cord you find under the tongue scrapes on the lower teeth, and let the tongue drop back, and continue that process just as I told you in applying the pressure at the rate of about twelve times a minute, or at intervals of five seconds.

MR. AUEL: I am sure we are all indebted to Mr. Harmer and Mr. Inman, as well as the victim, for their very plain explanation of the Prone Pressure Method, and I would earnestly urge you to try it yourselves, not only as the resuscitator but as the victim.

We will now bring the afternoon program to a close by showing a film by the American Car and Foundry Company, which requires no explanation. The film is a short one, taking about ten minutes to show, and is presented by Mr. Jarrard, of that Company.

Film—"Safety in the American Car and Foundry Company," Presented by W. E. Jarrard, Superintendent of Industrial Relations, Berwick Plant, American Car and Foundry Co.

MR. AUEL: We will extend our thanks to the American Car and Foundry Company for the presentation of this film, and we will now adjourn to eight fifteen tonight.

LIST OF PERSONS WHO ATTENDED THE STATE-WIDE SAFETY CONFERENCE, COMMONWEALTH OF PENNSYLVANIA, DEPARTMENT OF LABOR AND INDUSTRY

May 22, 1925

Ackerman, M. S.,Lawrence Portland Cement Co., ..Northampton, Pa.
Adam, David,Lawrence Portland Cement Co., ..Northampton, Pa.
Adams, Paul N.,Pittsburgh Plate Glass Co.,Ford City, Pa.
Alleman, Dr. H. M., ..Long Furniture Co., and Bethlehem Mines Corporation,Hanover, Pa.
Auel, C. B.,Westinghouse Electric & Manufacturing Company,Irwin, Pa.
Ayers, Bucher,Safety Appliance Company,73 Laurel Street, Philadelphia, Pa.
Ayers, J. B.,National Tube Company,McKeesport, Pa.
Supt. of Safety,
Baily, W. E.,L. & W. E. R. R.,437 Chestnut Street, Philadelphia, Pa.
Barber, Willard F.,Building Trades Council,41 East Market Street, Wilkes-Barre, Pa.
Bard, J. Birt,Pennsylvania Railroad Company, Chambersburg, Pa.
Barlow, Arthur,Armstrong Cork Company, Lino-leum Division,Lancaster, Pa.
Beemer, George W.,Scranton, Pa.
Beitelman, L. J.,The Atlas Portland Cement Co., ..Northampton, Pa.
Belden, George G.,Zurich Insurance Company,45 John Street, New York City
Benner, Jacob W.,Carnegie Steel Company, Homestead Steel Works,Munhall, Pa.
Benz, A. W.,Liberty Mutual Insurance Co.,Boston, Mass.
Berry, John V.,Bethlehem Mines Corporation, ..Johnstown, Pa.
Bishop, C. W.,Lycoming Manufacturing Company, Williamsport, Pa.
Bitner, C. A.,Pennsylvania Railroad Company, Williamsport, Pa.
Blaine, A. B.,Travelers Ins. Co.,Hartford, Conn.
Bowker, L. J.,Mine Safety Appliance Co.,Pittsburgh, Pa.
Boyd, S. D.,American Chain Co., Inc.,Prince & Charles Sts., York, Pa.
Brandt, Wm.,Giant Portland Cement Co.,Egypt, Pa.
Bricker, Dr. Howard E., Pennsylvania Rapid Transit Co., 13 S. 18th St., Philadelphia, Pa.
Bryant, W. C.,Hartford Accident Indemnity Co., Hartford, Conn.
Bucher, Edward S.,Duquesne Slag Products Co.,Diamond Bank Bldg., Pittsburgh, Pa.
Buck, J. C.,147 Summit St., Enola, Pa.
Busko, John,2138 N. Gratz St., Philadelphia, Pa.
Busser, Harry C.,York Haven Paper Co.,York Haven, Pa.
Butler, J. H.,Bethlehem Steel Co.,Steelton, Pa.
Byrem, A. B.,James Magee Webbing Co.,Bloomsburg, Pa.
Campbell, John,Union Switch & Signal Co.,Braddock Ave., Swissvale, Pittsburgh, Pa.
Campbell, W. S.,W. S. Campbell Interlock Co.,Kensington, Pa.
Carrow, T. H.,Pennsylvania R. R. Co.,229 Commercial Trust Co., Philadelphia, Pa.
Supt. of Safety.
Chapin, E. S.,Pennsylvania R. R. Co.,Broad Street Station, Philadelphia, Pa.
Clarkson, G. E.,Western Pennsylvania Safety Council,206 Diamond Bank Bldg., Pittsburgh, Pa.
Clay, M. C.,5 S. Front St., Harrisburg, Pa.
Clinger, H. J.,Lewistown, Pa.
Clymer, J. H.,Bethlehem Steel Corp.,Bethlehem, Pa.
Colahan, K. A.,American Liability Ins. Co.,505 Morris Bldg., Philadelphia, Pa.
Cole, W. Graham,Metropolitan Life Ins. Co.,1 Madison Ave., New York City.

- Collins, Wilbur, Alan Wood Iron & Steel Co., Conshohocken, Pa.
Cook, John J., Henry Disston & Sons, Tacony, Phila., Pa.
Crawford, C. E., Armstrong Cork Co., Linoleum
Division, Lancaster, Pa.
Cromwell, Oliver F. W., Elk Tanning Co., Drawer 416, Ridgway,
Pa.
Culliney, J. E., Bethlehem Steel Co., Bethlehem, Pa.
Davis, H. L., Ocean Accident & Guarantee Corp., 114 Fifth Ave.,
New York City.
Dellinger, A. S., Pennsylvania R. R. System, Harrisburg, Pa.
Dittmar, Edward J., Carnegie Steel Co., Pittsburgh, Pa.
Dittmer, W. F., Westinghouse Electric & Mfg., Co., E. Pittsburgh, Pa.
Doan, Warren R., I. A. T. S. E. of U. S. & Canada, P. O. Box 50,
Lancaster, Pa.
Dolan, S. P., Bethlehem Mines Corp., Johnstown, Pa.
Donoghua, T. R., Pittsburgh Plate Glass Co., Frick Bldg., Pittsburgh,
Pa.
Douglas, James B., United Gas Improvement Co., 1401 Arch St.,
Philadelphia, Pa.
Drament, R. H., Scott Paper Co., Chester, Pa.
Dunn, Thomas J., Westinghouse Electric & Mfg. Co., Essington, Pa.
Eales, Wm. P., Travelers Ins. Co., Hartford, Conn.
Eberhardt, P. W., Duquesne Light Co., 435 Sixth Ave.,
Pittsburgh, Pa.
Edwards, F. C., Supt., .. Magee Carpet Co., Bloomsburg, Pa.
Eisenhart, Lester A., J. H. & C. K. Eagle, Inc., 265 Fourth Ave.,
New York City.
Elliott, John H., Landis Machine Co., Waynesboro, Pa.
Elshoft, H. F., Westinghouse Electric & Mfg., Co., E. Pittsburgh, Pa.
Elsesser, Chas. E., Page Steel & Wire Co., Princess & Charles Sts.,
York, Pa.
Ely, B. K., Chambersburg Engineering Co., .. Chambersburg, Pa.
Engle, J. R., Autocall Co., 1175 Bailey St.,
Harrisburg, Pa.
Evans, D. J., Union Steel Castings Co., 62nd & Butler Sts.,
Pittsburgh, Pa.
Feehan Francis, U. S. Bureau of Mines, Forbes St.,
Pittsburgh, Pa.
Fenlon, P. G., Carnegie Steel Co., Duquesne, Pa.
Fetch, Frank J., 266 W. Duncannon St.,
Philadelphia, Pa.
Field, Carl P., Clipper Belt Lace Co., Grand Rapids, Mich.
Fisher, Dyson, Standard Steel Works Co., Burnham, Pa.
Fitzpatrick, Wm., The Bell Telephone Co., of Penn- 210 Pine St.,
sylvania, Harrisburg, Pa.
Ford, H. E., Cramps Shipyards, Richmond & Norris Sts.,
Philadelphia, Pa.
Fox, C. K., Pennsylvania Lighting Co., 215 Alwine Ave.,
Greensburg, Pa.
Fry, David M., Bethlehem Steel Co., 519 Lehman St.,
Lebanon, Pa.
Garmon, Victor, Lebanon, Pa.
Gibson, A. C., Spang Chalfant Co., Pittsburgh, Pa.
Gindlesberger, J. B., 947 Ash St.,
Johnstown, Pa.
Glass, George A., The Baldwin Locomotive Works., 500 N. 15th St.,
Philadelphia, Pa.
Gleason, Walter A., Hammermill Paper Co., Erie, Pa.
Goodspeed, M. C., General Electric Co., Erie, Pa.
Graham, E. F., Carnegie Steel Co., Etna, Pa.
Graham, Fred J., Standard Steel Works Co., Burnham, Pa.
Gramm, Rush, Brotherhood of Locomotive Engi- 7023 Greenway Ave.,
neers, Philadelphia, Pa.
Gross, H. A., West Penn Steel Co., Brackenridge, Pa.
Guyer, Jean, Egypt Silk Mills Corp., Allentown, Pa.
Hall, Harry T., Brotherhood of Locomotive Engi- 3221 Wallace St.,
neers, Philadelphia, Pa.
Hall, Hubert H., American Sterilizer Co., and Erie
Safety Council, Erie, Pa.
Hanssen, M. C., Bethlehem Steel Co., 1029 Broadway,
Bethlehem, Pa.

- Haring, George L., The C. H. Musselman Co., Biglerville, Pa.
 Harmer, H. B., The Philadelphia Electric Co., 1000 Chestnut St.,
 Philadelphia, Pa.
 Harner, Myra, Industrial Nurse, Holtwood, Pa.
 Harris, Elmer F., Mesta Machine Co., P. O. Box 1124,
 Pittsburgh, Pa.
 Hart, Samuel B., Member of House of Representa-
 tives, Philadelphia.
 Hart, W. P., Union Switch & Signal Co., Swissvale, Pittsburgh,
 Pa.
 Hartenstein, Fred, Lehigh Valley R. R., Bethlehem, Pa.
 Hastings, Dr. Lorne E., .. The J. G. Brill Co., 52nd & Woodland Ave.,
 Philadelphia, Pa.
 Hayes, J. A., The Viscose Co., Marcus Hook, Pa.
 Heckert, Ralph, Milton Mfg. Co., 39 Bound Ave.,
 Milton, Pa.
 Herzog, J., Fidelity & Casualty Co., 92 Liberty St.,
 New York, N. Y.
 Heeseman, W. H., Travelers Ins. Co., Hartford, Conn.
 Higgins, Albert C., Employees Liability Assurance Broad Street, Boston,
 Corp., Mass.
 Hileman, Dr. J. B., Relief Dept. P. R. R., 413 Market St., Harris-
 burg, Pa.
 Hinkelman, F. A., Brotherhood of Railway Trainmen Walnut St.,
 444, Williamsport, Pa.
 Hoffman, William, Magee Carpet Co., Bloomsburg, Pa.
 Holt, Albert H., Philadelphia Rapid Transit Co., .. 8th & Dauphin Sts.,
 Philadelphia, Pa.
 Hope, Harry F., The Bell Telephone Co. of Penna., 120 Pine St.,
 Harrisburg, Pa.
 Hopkins, B. T., U. S. Aluminum Co., New Kensington, Pa.
 Safety Director.
 Hopkins, J. W., Central Region Penna. Co., Pennsylvania Station,
 Pittsburgh, Pa.
 Houdeshel, James W., ... Pennsylvania Mfrs. Assn. Casual-
 ty Ins. Co., Finance Bldg., Phila-
 delphia, Pa.
 Hutzell, Harry, David Lupton Tea Co., Allegheny Ave. &
 Tulip St., Phila., Pa.
 Inman, R. B., The United Gas Improvement Co., 1401 Arch St., Philadel-
 phia, Pa.
 Irwin, A., Oil Well Supply Co., Pittsburgh, Pa.
 Irwin, George K., Lukens Steel Co., Coatesville, Pa.
 Jarrard, W. E., American Car & Foundry Co., .. Berwick, Pa.
 Johnston, Herbert Y., 1906 McCulloh St.,
 Baltimore, Md.
 Jones, Curtis R., 114 West 7th Ave.,
 Tarentum, Pa.
 Jones, Dana, Mfrs. Assn. of Erie, Erie, Pa.
 Jones, R. E., Pennsylvania R. R., Broad Street Station,
 Philadelphia, Pa.
 Karabasz, Victor S., University of Pennsylvania, 1518 N. Fourth St.,
 Philadelphia, Pa.
 Katz, Lawrence J., Motion Picture Projectionists, P. O. Box 929,
 Harrisburg, Pa.
 Kein, Amos S., Armstrong Cork Co., Lancaster, Pa.
 Kenefick, Jr., Richard F., Employees Liability Assurance 120 William St.,
 Corp., New York, N. Y.
 Kenton, J. F., Dupont Co., 3500 Grey Ferry Rd.,
 Philadelphia, Pa.
 Kiefer, Charles H., Brotherhood of Locomotive Fire- Room 205, Gross Bldg.,
 men & Enginemen, 110 Market St.,
 Harrisburg, Pa.
 King, A. Gordon, American Gas Assn., 342 Madison Ave.,
 New York, N. Y.
 Kintzer, Paul S., Bethlehem Steel Co., Reading, Pa.
 Klahre, H., Altoona & Logan Valley Elec. 12th Ave. & 11th St.,
 Railway Street Carmen's Union, Altoona, Pa.
 Knight, Paul R., The Bell Telephone Co. of Penn- 210 Pine St.,
 sylvania, Harrisburg, Pa.

- Knowles, Benjamin H., .John Bromley & Sons, Inc.,2734 N. Eleventh St.,
Philadelphia, Pa.
- Knupp, J. A.,Waynesboro Mfrs. Assn.,Waynesboro Trust
Bldg., Waynesboro,
Pa.
- Kreglow, William H., ..New Jersey Zinc Co. of Penna., ..Palmerton, Pa.
- Kelh, E. J.,Pittsburgh Railways Co.,612 Grant St.,
Pittsburgh, Pa.
- Kuhn, Paul R.,Penna. Central Light & Power Co., Altoona, Pa.
- Lafferty, M. L.,The Bell Telephone Co. of Penna., 261 N. Broad St.,
Philadelphia, Pa.
- Lannon, H. A.,Erie Railroad,Main St.,
Susquehanna, Pa.
- Larrimer, L. C.,Milton Mfg. Co.,Milton, Pa.
- Lauder, Miss A. Estelle, Consumers' League of Eastern 818 Otis Bldg.,
Penna., Philadelphia, Pa.
- Lewis, John M.,Mine Safety Appliances Co.,Braddock Ave. &
Thomas Blvd.,
Pittsburgh, Pa.
- Lobb, John J.,Scott Paper Co.,Chester, Pa.
- Loftland, J. C.,Standard Accident Ins. Co.,Detroit, Mich.
- Logan, D. E.,American Sheet & Tin Plate Co., Frick Bldg.,
Pittsburgh, Pa.
- Long, J. E.,The Delaware & Hudson Co.,Plaza Bldg.,
Supt. of Safety. Albany, N. Y.
- Lukenbach, Robert H., ...E. G. Budd Mfg. Co.,25th & Hunting Park
Ave., Phila., Pa.
- Lutesancik, J. P.,United Mine Workers,407 Columbia Bank
Bldg., Pittsburgh, Pa.
- Lynn, Harvey R.,International Alliance Theatrical 906 Court St.,
Stage Employes, Allentown, Pa.
- MacAvoy, C. G.,Harrisburg Light & Power Co., ..22 N. Second St.,
Harrisburg, Pa.
- Magee, Harry L.,Magee Carpet Co.,Bloomsburg, Pa.
- Mander, Sarah M.,John B. Stetson Co.,Fifth & Montgomery
Ave., Phila., Pa.
- Marshall, T. V.,Lycoming Mfg. Co.,656 Krouse Ave.,
Williamsport, Pa.
- Martizs, George E.,243 S. Belvidere St.,
York, Pa.
- McArthur, I. A.,U. S. Radiator Corp.,Detroit, Mich.
- McCall, J. M.,U. S. Radiator Corp.,West Newton, Pa.
- McClostay, Jas. F.,National Tube Co.,McKeesport, Pa.
- McIlvain, Dr., E. H., ...E. G. Budd Mfg. Co.,25th St. & Hunting Park
Ave., Phila., Pa.
- McKee, S. Frank,Pressed Steel Car Co.,Farmers Bank Bldg.,
Pittsburgh, Pa.
- McKeever, Edwin T., ..The Atlas Portland Cement Co., ..Northampton, Pa.
- Meckley, Jr., Daniel G., Weaver Piano Co.,Broad & Walnut Sts.,
York, Pa.
- Megraw, Jr., W. E., ..H. H. Robertson Co.,Pittsburgh, Pa.
- Mellinger, A. S.,Philadelphia District Council of 1803 Spring Garden St.,
Carpenters, Philadelphia, Pa.
- Melscheimer, J. A.,Hanover, Pa.
- Merrill, W. W.,American Bridge Co.,1016 Frick Bldg.,
Pittsburgh, Pa.
- Miley, Charles T.,The Carpenter Steel Co.,Reading, Pa.
- Miller, David S.,The York Haven Paper Co.,Land Title Bldg.,
Philadelphia, Pa.
- Miller, Miss Helen M.,..General Hospital,Holtwood, Pa.
Supt.
- Miller, James B.,Eddystone Mfg. Co.,Eddystone, Pa.
- Miller, J. C.,Carnegie Steel Co.,New Castle, Pa.
- Miller, J. H.,Wm. Wharton Jr. & Co., Inc., ..Easton, Pa.
- Milroy, W.,Union Railroad Co.,E. Pittsburgh, Pa.
- More, R. H.,Susquehanna Silk Mills,149 Madison Avenue,
New York, N. Y.
- Morgan, M.,Elmira Division, Penna. R. R., ..P. R. R. Offices, Cor 3d
& Railroad Ave.,
Elmira, N. Y.

Mowery, H. W.,	American Abrasive Metals Co.,	50 Church St., New York, N. Y.
Murphy, S. B.,	Pennsylvania R. R.,	115 Penna. Station, Pittsburgh, Pa.
Myers, Harry J.,	York Haven Paper Co.,	York Haven, Pa.
Nagle, John R.,	York Haven Paper Co.,	York Haven, Pa.
Neal, William H.,	Russia Clarke,	1164 S. Cameron St., Harrisburg, Pa.
Neff, Paul F.,	Pennsylvania Railroad Co.,	Cameron Avenue, Tyrone, Pa.
Newman, Dr. Henry J. E.	Medical Dept., Reading Co.,	Spring Garden St. Sta., Philadelphia, Pa.
Nitsche, Theodore H.,		1004 Commercial Trust Bldg., Phila., Pa.
Northwood, J. A.,	Bethlehem Steel Co.,	Bethlehem, Pa.
Nothstein, Mahlon J.,	Giant Portland Cement Co.,	Egypt, Pa.
Nugent, F. G.,	Zurich Insurance Co.,	215 John St., New York, N. Y.
Oartel, John A.,	Carnegie Steel Co.,	1027 Carnegie Bldg., Pittsburgh, Pa.
O'Boyle, John N.,	Pennsylvania Railroad Co.,	Sunbury, Pa.
	Safety Agent.	
Palmer, A. F.,	West Virginia Pulp & Paper Co.,	Tyrone, Pa.
Parlett, Dr. E. M.,	Pittsburgh Limestone Co.,	Johnson Bldg., New Castle, Pa.
Pickel, H. A.,	Penna. Power & Light Co.,	Allentown, Pa.
Pollock, John W.,	The Baldwin Locomotive Works,	500 N. Broad St., Philadelphia, Pa.
Pratt, Joseph T.,	Reading Co.,	Reading Terminal, Philadelphia, Pa.
Ralston, Clarence E.,	Pittsburgh Plate Glass Co.,	Frick Bldg., Pittsburgh, Pa.
	Safety Director.	
Ramage, E. C.,	Carnegie Steel Co.,	Pittsburgh, Pa.
Redick, Laura D.,	Consumers League of W. Penna.,	977-B Union Trust Bldg., Pittsburgh, Pa.
Reynolds, Baxter,		719 Bulletin Bldg., Philadelphia, Pa.
Rice, Jere L.,	Reading Co.,	Safety Department, Reading, Pa.
Rinn, T. H.,	Hartford Accident & Indemnity Co.,	Hartford, Conn.
	Inspector.	
Rose, H. C.,	Miller Lock Co.,	4530 Tacony St., Frankford, Phila., Pa.
Rumberger, C. B.,	Westinghouse Electric Works,	S. Philadelphia Works, Lester, Pa.
Ryan, Thomas A.,	D. L. & W. Railroad Co.,	Scranton, Pa.
Sanford, G. E.,	General Electric Co.,	Schenectady, N. Y.
Sankey, C. E.,	National Tube Co.,	Ellwood City, Pa.
Schlottman, Charles A.,		Pottsville, Pa.
Scott, Charles B.,	American Gas Association,	72 W. Adams St., Chicago, Ill.
Scott, Mahlon D.,	Consolidated Expanded Metal Co.,	Braddock, Pa.
Seifert, Stewart A.,	Theatrical Stage Employers,	P. O. Box 65, Easton, Pa.
Seitinger, Hubert G.,	Lehigh Coal & Navigation Co.,	Lansford, Pa.
Sheamen, Wm. H.,	The New Jersey Zinc Co. of Pa.,	Palmerton, Pa.
Shenkle, J. A.,	Atlantic Refining Co.,	3144 Passyunk Ave., Philadelphia, Pa.
Sheridan, John J.,	Royal & Eagle Indemnity Cos.,	84 William St., New York, N. Y.
Shipman, E. Fred,	Industrial Products Co.,	1001 Chestnut St., Philadelphia, Pa.
Shockey, I. B.,	Landis Tool Co.,	Waynesboro, Pa.
Shook, B. T.,	Pennsylvania Railroad,	Passenger Train Masters Office, Altoona, Pa.
Shull, George S.,	Safety First Supply Co.,	508 Second Ave., Pittsburgh, Pa.
Slater, A. W.,	Carnegie Steel Co.,	1027 Carnegie Bldg., Pittsburgh, Pa.
Small, John T.,	Westinghouse Air Brake Co.,	Wilmerding, Pa.

Smith, A. D.,	Eastern Penna. District, Pennsyl- vania Railroad,	Harrisburg, Pa.
Smith, Clinton D.,	Beaver Valley Traction Co.,	New Brighton, Pa.
Snively, S. S.,	Frick Co.,	Waynesboro, Pa.
Snook, W. M.,	Pittsburgh White Sand Co.,	1321 Farmers Bank Bldg., Pittsburgh, Pa.
Snyder, Glenn E.,	Susquehanna Silk Mills,	149 Madison Ave., New York, N. Y.
Snyder, Jacob, .....	.....	208 Commerce Bldg., Altoona, Pa.
Solomon, E. L.,	The Kingston Coal Co.,	Kingston, Pa.
Spangler, Elmer K.,	Susquehanna Collieries Co.,	Mines Bank Bldg., Wilkes-Barre, Pa.
Sprankle, John K.,	Order Railway Conductors,	606 West 14th St., Tyrone, Pa.
Starn, C. R.,	The Autocar Co.,	Lancaster Ave., Ardmore, Pa.
Steele, Walter N.,	Fidelity Casualty Co., of New York, ..	92 Liberty St., New York, N. Y.
Steele, William H.,	Locomotive Stoker Co.,	N. S. Pittsburgh, Pa.
Stefany, Fred J.,	Giant Portland Cement Co.,	Egypt, Pa.
Stevenson, Charles K., ..	Penna. Mfrs. Assn. Casualty Insurance Co.,	Philadelphia, Pa.
Stophel, W. T.,	Bethlehem Steel Co.,	Coatesville, Pa.
Strite, C. L.,	Frick Co.,	Waynesboro, Pa.
Swanson, John,	Maryland Casualty Co.,	324 Walnut St., Philadelphia, Pa.
Thomas, D. I.,	The Lorain Steel Co.,	Johnstown, Pa.
Thompson, Mary,	The Philadelphia Electric Co., ..	1000 Chestnut St., Philadelphia, Pa.
Thumm, C. G.,	National Casket Co.,	1501 Reedsdale St., N. S. Pittsburgh, Pa.
Titres, Walter C.,	Jones, Laughlin Steel Corp.,	Rod & Ross Sts., Pittsburgh, Pa.
Tonkin, Robert,	Order Railway Conductors,	Cedar Rapids, Iowa
Townsend, J. R.,	The Bell Telephone Co. of Penna., ..	29 E. Gay St., West Chester, Pa.
Trager, Clare G.,	Pittsburgh Coal Co.,	1132 Oliver Bldg., Pittsburgh, Pa.
Turnbach, W. A.,	Hercules Powder Co.,	Wilmington, Delaware
Ulrich, Jas. S.,	Middletown Car Co.,	Middletown, Pa.
Van Schaack, David,	Aetna Life Insurance Co.,	Hartford, Conn.
Vary, George W.,	Bethlehem Steel Co.,	701 East 3rd St., Bethlehem, Pa.
Walsh, Maurice,	Oliver Iron & Steel Corp.,	1001 Muriel St., Pittsburgh, Pa.
Ward, James,	Cowanshannock Coal & Coke Co., ..	Yatesboro, Pa.
Watkins, George W.,	Self Furniture & Decorating Co., ..	201 Jefferson Ave., Scranton, Pa.
Webb, H. F.,	West Penn System,	14 Wood St., Pittsburgh, Pa.
Gen. Safety Director.	.....	.....
Weeks, Homer G.,	American Steel & Wire Co.,	1350 Rockefeller Ave., Cleveland, Ohio
Weimer, C. H.,	Susquehanna Collieries Co.,	Shamokin, Pa.
White, F. C.,	Pittsburgh Plate Glass Co.,	Frick Bldg., Pittsburgh, Pa.
Wilkinson, Ralph,	Scott Paper Co.,	Chester, Pa.
Williams, David,	Penna. Federation of Labor,	430 North St., Harrisburg, Pa.
Williams, R. J.,	Safety Publishers,	41 E. Market St., Wilkes-Barre, Pa.
Wilson, Thomas J.,	Independence Indemnity Co.,	3d & Walnut Sts., Philadelphia, Pa.
Witmyer, Charles S., .....	.....	1837 Spencer St., Harrisburg, Pa.
Woodman, Miss Annie S., ..	Lee Rubber Co.,	Conshohocken, Pa.
Yellis, Edward A.,	Bethlehem Steel Co.,	Bethlehem, Pa.
Yohn, Martin V. B.,	Armstrong Cork Co., Linoleum Di- vision,	Lancaster, Pa.
Ziegler, N. V. B.,	U. S. Aluminum Co.,	New Kensington, Pa.

